

EXECUTIVE OFFICERS MEETING  
FEBRUARY 2, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Lydon, Faherty and Farmer.

MMS to give Julia Kamel's seat to Jack Donegan from NAGE. So voted.

MMS to send regrets to Helen O'Donnell for Senator Kennedy's cocktail reception for the Democracy Foundation because of the place it is being held. So voted.

MMS to purchase two tickets for the USO's Ancients and Friends Night. So voted.

MMS to contribute \$100 toward postage for the WILD fundraiser and check contribution from Mass. AFL/CIO in past year. So voted.

MMS to send Exec. V.P. Faherty the flier from Charles Richardson re: co-sponsoring an event. Also, talk to V.P. Irvin. So voted.

MMS to purchase one ticket for the testimonial for Robert Fuchs. So voted.

Request for the Laboure Center - Filed.

MMS to send \$100 contribution to the Korean War Veterans Memorial Fund. So voted.

MMS to have John Laughlin, Asst. to the Pres. form a committee for action on the "Union Yes" Campaign. So voted.

Discussion on the brochure from the Painters and Allied Trades.

MMS to sponsor the March 28th Conference for MassCOSH. So voted.

Discussed thank you from the Home for the Little Wanderers.

Invitation to the reception sponsored by the Justice at Work Project - Filed.

Request to purchase tickets from Horizons for Youth - Salute to the Boston Bruins - Filed.

IRATE's request to purchase copies of their handbook "Workplace Right's for Immigrant Workers" - Filed.


MMS to send a mailing to local unions asking them to contribute to APRI. So voted.

Proposal from Horizons for Youth to benefit a scholarship program and retiree's program - Filed.

MMS to endorse Sen. Kennedy for Union Service Award. So voted.

MMS to help with upfront costs for Tip On'Neill Dinner per request of Elise Frank. Send \$200 contribution. So voted.

MMS to support Paperworkers boycott. So voted.



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EXECUTIVE OFFICERS MEETING  
FEBRUARY 2, 1989

Things to discuss

- ✓ 1. Replacement of a Vice President in March. *Julie Kamel is sent to Jack Donegan wage*
- ✓ 2. The AFL/CIO's "Union Yes" Campaign. *Asst to Pres form union for action plan*
- ✓ 3. Purchase tickets (\$100) for Senator Kennedy - The Democracy Foundation. *requests to Helen O'Donnell - because of place*
- ✓ 4. Purchase 2 tickets for the USO - Ancients and Friends night. *very -*
- ✓ 5. Request from Cheryl Gooding to have the AFL/CIO provide postage for a WILD fundraising mailing. *contribute 100*
- ✓ 6. Request from Charles Richardson, Director Technology and Work Program to co-sponsor an event on March 28, 1989. *Send flier*
- ✓ 7. Purchase tickets for a testimonial honoring Robert Fuchs (\$50). *very 1 ticket*
- ✓ 8. Re: The Laboure Center. *NO*
- ✓ 9. Request from AFL/CIO for contributions for the Korean War Veterans Memorial Fund. *Send P 102*
- ✓ 10. Brochure from the Painters and Allied Trades. ✓
- ✓ 11. From MassCOSH re: March 28th Conference. *Sponsor*
- ✓ 12. Thank you from the New England Home for Little Wanderers. —
13. Invitation to a reception sponsored by the Justice at Work *Table* Project.
14. Request to purchase tickets from Horizons for Youth - Salute to the Boston Bruins. *Table*
15. A copy of IRATE's newly produced "Workplace Rights for Immigrant Workers" handbook. *Table*
16. Request from APRI to send letters to local unions asking them to contribute to the Memorial Fund. *Send mailing*
17. Boycott all international paper products - draft brochure on the International Paper boycott. Also a request from the United Paperworkers to send a letter of support to the Governor and key members of the legislature and also arrange for a mailing to all the state AFL/CIO affiliates. *NO Union Boy - we support boycott*
18. Proposal from Horizons for Youth to benefit Scholarship Program *NO* and Retiree's Program.
19. endorse Sen Kennedy for Common Service Award
20. Send \$200 to Claire Frank



EX. OFF.

INTERNATIONAL BROTHERHOOD OF  
**PAINTERS and ALLIED TRADES**

DISTRICT COUNCIL No. 35

303 FREEPORT STREET, DORCHESTER, MA. 02122 • (617) 825-3166 - 3167

JOHN F. SIMMONS  
SECRETARY-TREASURER - GENERAL BUSINESS MANAGER



SIGN PAINTERS  
SCENIC ARTISTS  
GLAZIERS AND  
GLASS WORKERS  
CARPET AND LINOLEUM  
PAINT MAKERS  
and Allied Industrial Workers

January 25, 1989

Mr. Arthur Osborn  
MASS AFL-CIO  
8 Beacon St. - 3rd flr.  
Boston, MA 02108

Dear Arthur:

Enclosed please find a brochure which you might find of interest.

Sincerely,

John F. Simmons  
Secretary-Treasurer  
Painters District Council #35

enc.







EXECUTIVE ENTERPRISES, INC.

*presents*

# The AFL-CIO's “UNION YES” CAMPAIGN

*How to Stay Union-Free When  
Your Company is Confronted  
By New and Sophisticated  
Union Organizing Techniques*

*A Dynamic Seminar Presented by  
Jackson, Lewis, Schnitzler & Krupman  
for Union-Free Employers  
—Who Want to Stay That Way—  
In the Face of Targeted Organizing*

April 11-12, 1989  
Columbia Hilton  
Columbia, Maryland

May 8-9, 1989  
Valley Forge Hilton  
King of Prussia, Pennsylvania

May 1-2, 1989  
Hilton at Dedham Place  
Dedham, Massachusetts

May 15-16, 1989  
Sheraton Greensburg  
Pittsburgh, Pennsylvania

# The AFL-CIO's "Union Yes" Campaign

## How to Stay Union Free When Your Company is Confronted By New and Sophisticated Union Organizing Techniques

### WHY THE "UNION YES" MEDIA CAMPAIGN?

The AFL-CIO has launched a coordinated nationwide union organizing drive using sophisticated media and polling techniques. Is your company vulnerable?

As part of a carefully orchestrated program, the AFL-CIO has launched a nationwide organizing effort, identifying specific "markets" and specific companies.

The Labor Movement's organizing efforts have been bolstered by:

- A special multi-million dollar public relations/advertising fund
- The use of nationally respected media consultants
- The merger of the AFL-CIO and the Teamsters
- The infusion of Teamster organizing talent and Teamster money
- The changes in the NLRB
- The unions renewed political clout as a result of the control of Congress by the Democrats

### ABOUT JACKSON, LEWIS, SCHNITZLER & KRUPMAN

- Called by the AFL-CIO—"The Gang of Four"—the firm has regularly made the top ten list of union avoidance counselors named in the RUB SHEET, the AFL-CIO's "Report on Union Busters."
- They are the authors of the best selling text in the field, *Winning NLRB Elections: Management's Strategies and Preventive Programs*, published by the Practising Law Institute.

### CHAIRMEN

Martin F. Payson • Stuart Newman

*Partners—Jackson, Lewis, Schnitzler & Krupman*

Jackson, Lewis is the largest law firm in the country devoting its practice exclusively to defending and preserving the rights of management through preventive labor and employee relations.

Their offices are located in Atlanta, GA; Greenville, SC; Washington, DC; New York, White Plains and Woodbury, NY; Morristown, NJ; Boston, MA; Los Angeles and San Francisco, CA.

### DAY ONE

8:30-9:00 REGISTRATION

9:00-9:15 WELCOMING REMARKS AND  
INTRODUCTION

9:15-10:15 THE AFL-CIO'S "UNION YES" CAMPAIGN

What It Is and How It Will Affect Your  
Company's Ability to Stay Union-Free

#### WHY "UNION YES"

- The need for the AFL-CIO to succeed somewhere—"rebirth or oblivion"
- What the unions were told about how to organize successfully
- The role of media campaigns to change the union's image and enhance its appeal to workers
- Changes in our national economy and its impact on union organizing
- The effect of presidential politics on union avoidance efforts across the country

WHY THE LABOR MOVEMENT BELIEVES  
THE TIME IS RIGHT FOR ORGANIZING

- What the AFL-CIO has learned from its special target organizing projects in Nashville, Atlanta and Houston and how it will be applied nationwide.
- How the unions will analyze your community to predict organizing success.
- How the union will analyze your company to determine its vulnerability to organizing
- How the unions establish a priority list of companies to maximize the effectiveness of their organizing efforts

10:15-10:30 Coffee Break

10:30-11:15 THE CONTEMPORARY WORKPLACE ISSUES

- Changing employee values and their effect on organizing success
- The new breed of employee and how he/she relates to unions
- Demographic changes and the impact on organizing issues
- The post-Watergate work ethic and management credibility
- Quality of work life and the needs of today's younger workforce



- Employee involvement and participation programs and how unions view them
- Industrial due process, workplace democracy and the expectations of union-free employees
- New collars in the workplace
  - Pink collar
  - Striped collar
  - Button down collar
 and the new organizing issues they present

#### 11:15-12:15 NEW ORGANIZING TECHNIQUES FOR A NEW ERA OF ORGANIZING

- How publicity and public relations is being used to create the proper environment for organizing
- The Labor Movement's "new image" and new image makers
- Using electronic media to get the union's message across
- Cable TV and its use by unions to reach your employees
- Video and audio cassettes and new wave organizing
- The "Rainbow Coalition" as a tool for organizing
- Community campaigns and their cost effectiveness
- Joint organizing by two or more unions and how it has been successfully used
- Coordinated organizing among unions to maximize their effectiveness
- The new breed of organizer—who *she* is and how *she* operates

12:15-1:30 Luncheon

#### 1:30-3:15 HOW TO DEVELOP A STRATEGY TO PRESERVE YOUR COMPANY'S UNION-FREE STATUS

1. The Importance of Developing a Union-Free Business Philosophy

- Union avoidance as the highly desirable by-product of positive employee relations
- The need to develop and articulate your company's policy on preserving its union-free status

#### 2. The Importance of Making Your First Line Supervisors Responsible for Carrying Out Your Union-Free Objectives

- How the union-free workplace is created and maintained at the supervisory level
- Why it is so important to motivate your supervisors to engage in preventive employee relations practices

#### 3. The Importance of Conducting a "Vulnerability Audit" to Learn Your Weaknesses

- The audit will tell you what the union will soon find out—the issues and how to exploit them
- The audit will tell you how to maximize your return on investment by directing your resources most effectively

3:15-3:30 Coffee Break

#### 3:30-5:00 HOW TO SUCCESSFULLY MEET THE CHALLENGE ONCE ORGANIZING BEGINS —PART I

1. The Importance of Minimizing the Pressures That Work Against Maintaining a Union-Free Workplace
2. The Labor Laws and How They Can be Used Against Your Company
3. The Need to Know About the Labor Board and How It Functions
4. How to Identify and Blunt the Early Warning Signs of Union Activity

## DAY TWO

#### 9:15-10:15 HOW TO SUCCESSFULLY MEET THE CHALLENGE ONCE ORGANIZING BEGINS —PART II

5. The Right to Speak Out Against Organizing and How Your Supervisors Can Lawfully and Effectively Express the Company's Position
6. Union Authorization Cards—Their Significance and What You May Lawfully Say to Prevent Them from Ever Being Signed

7. Unfair Labor Practices—What They are and How to Avoid Committing Them While Resisting Union Organizing Attempts
8. What You Can Do Now to Get the Best Voting Unit Should an Election Petition Be Filed
9. How to Anticipate and Handle Litigation Before the Labor Board

10:15-10:30 Coffee Break

Continued 

### Free To All Seminar Attendees

The most recent issue of our publication, *Management Report*—a practical monthly newsletter that is the only information service available to you and your key managers dealing exclusively with the "how-to's" of preventing and counteracting union organizing drives. *Management Report* provides employers with the tools they need to keep every key manager up-to-date on techniques available to prevent and maintain nonunion status.

10:30-12:15 **HOW TO WIN THE LABOR BOARD ELECTION AND PRESERVE YOUR UNION-FREE STATUS**

1. The Labor Board's New Election Time Table and Its Impact on Your Company's Campaign
2. The Need to Identify the Issues That Win and Lose Campaigns
3. How to Employ State-of-the-Art Campaigning Techniques to Get Your Message Across Most Effectively
4. Employee Feedback as an Element of Campaign Technology
5. The Labor Board's Most Recent Decisions on Company and Union Campaign Techniques—Avoiding the Pitfalls and Maximizing the Advantages

12:15-1:30 Lunch Break

1:30-3:30 **WHAT CAN YOUR COMPANY DO TO PRESERVE ITS UNION-FREE STATUS BEFORE ORGANIZING STARTS**

1. How to Make Unions Irrelevant by the Elimination of Workplace Issues
2. How to Avoid Personnel Policies That Program People to Think Union
3. How to Employ the Most Effective Applicant Assessment Techniques
4. How to Establish Communication Programs That Make Employees a Part of the Organization
5. How to Develop Pay Policies and Benefit Programs That Respond to the Legitimate Needs of Your Employees
6. How to Assess and Influence Employee Values
7. How to Create a Workplace Environment Where Everyone Believes That Working Union-Free is the Better Way

3:30 Adjournment

**T**his program makes no pretense at being impartial. It has been created to provide management with up-to-date information that will assist in combating union organizing attempts, while complying with all applicable labor laws.

The discussion will be frank. The use of recording devices will be strictly prohibited. Executive Enterprises reserves the right to refuse participation in the program to anyone other than a bona fide management representative.

## REGISTRATION INFORMATION

### ABOUT THE SPONSOR

Executive Enterprises, Inc. is a professional management education organization whose activities include the design and presentation of business-related conferences, seminars and publications.

Executive Enterprises strives to present informational and educational events of the highest caliber. The quality of all seminars is an area closely watched by the staff and management of Executive Enterprises.

During the past 17 years, we have designed management conferences, seminars and publications that provide truly necessary topical information to the more than 250,000 business executives who have attended our conferences.

Our areas of specialty include: corporate finance and accounting; bank lending, law and marketing; environment; insurance; energy; real estate; personnel and industrial relations.

Our efforts in recent years have taken on greater significance as the business and regulatory climate for organizations has become more complex and compliance more demanding.

To meet this challenge, Executive Enterprises, Inc. provides a total educational service.

### FEES—

\$395 tuition fee per person plus \$95 registration fee per organization per seminar, payable in advance. Fees include the cost of morning Danish, coffee and soft drinks, and luncheon on the first day, and the program notebook. Please make checks payable to Executive Enterprises, Inc. Be sure to include a completed registration form with your payment to assure proper processing.

### TEAM REGISTRATION SAVINGS—

After the first registration for this seminar, all additional registrations from the same organization are subject only to the tuition fee—saving you \$95 per registrant.

### TO REGISTER:

**BY PHONE—**Within United States . . . . . 1-800-831-8333  
Outside United States . . . . . 212-645-7880

Please be ready to give the following information:

1. Session #94NUS08/E9576 • Columbia, MD • April 11-12, 1989  
Session #95NUS09/E9576 • Dedham, MA • May 1-2, 1989  
Session #95NUS10/E9576 • King of Prussia, PA • May 8-9, 1989  
Session #95NUS11/E9576 • Pittsburgh, PA • May 15-16, 1989
2. The code above your name on the mailing label.

### BY MAIL—

Fill out and return the enclosed registration card to Executive Enterprises, Inc., 22 West 21st Street, New York, New York 10010-6904. Please do not remove the mailing label from the card.

### PAYMENT POLICY—

The full tuition and registration fees are payable in advance. Late registrants may pay by check or MasterCard/VISA at the meeting. Registrants who do not attend and do not notify us more than 14 days before the meeting are liable for the entire fees.

### CANCELLATION POLICY—

If notice is received in writing or by telephone more than 14 days before the meeting, the tuition fee will be applied to a future meeting or refunded in its entirety. No cancellations will be permitted after that time; substitutions may be made at any time. The \$95 registration fee is non-refundable.

### EDUCATIONAL COURSE CREDIT—

All seminar attendees may request a Certificate of Completion for each course attended. If you require Continuing Professional Education credit and wish Executive Enterprises, Inc., to file an application with your state board, complete and return the CPE request with your registration at least thirty days before the meeting begins. Should any review board require a filing fee for accreditation review, these fees are to be borne by the individual(s) requesting the credit. If this is the case, Executive Enterprises, Inc., will notify you of the amount necessary to remit to complete the filing.

### WHEN AND WHERE—

April 11-12, 1989 • **Columbia Hilton**  
5485 Twin Knolls Road • Columbia, MD 21045 • 301-997-1060

May 1-2, 1989 • **Hilton at Dedham Place**  
95 Dedham Place • Dedham, MA 02026 • 617-329-7900

May 8-9, 1989 • **Valley Forge Hilton**  
251 W. DeKalb Pike • King of Prussia, PA 19406 • 215-337-1200

May 15-16, 1989 • **Sheraton Greensburg**  
100 Sheraton Drive • Pittsburgh, PA 15601 • 412-836-6060

### AIR TRAVEL DISCOUNTS—

Arrangements have been made with American Airlines to provide registrants with professional travel services via one phone call. Either you or your preferred travel agent may phone American's toll free number 1-800-433-1790 for reservations. Call daily between 7 a.m. and midnight CST. Special discounts up to 40% on airfares are available. When calling, please give Executive Enterprises' identifying Star File number 83270, the name of the seminar, the city destination, and the dates you wish to fly. Travel documents will be mailed to you. Car rental arrangements can also be made through American.



### SEMINAR REGISTRATION

Please register the following in: **THE AFL-CIO'S "UNION YES" CAMPAIGN**

- ☐ April 11-12, 1989 • Columbia, MD • Session #94NUS08/E9576
- ☐ May 1-2, 1989 • Dedham, MA • Session #95NUS09/E9576
- ☐ May 8-9, 1989 • King of Prussia, PA • Session #95NUS10/E9576
- ☐ May 15-16, 1989 • Pittsburgh, PA • Session #95NUS11/E9576

NAME \_\_\_\_\_ TITLE \_\_\_\_\_

NAME \_\_\_\_\_ TITLE \_\_\_\_\_

FIRM \_\_\_\_\_

ADDRESS \_\_\_\_\_ TELEPHONE \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SIGNATURE \_\_\_\_\_ P.O. # \_\_\_\_\_

(Government employees must provide a purchase order number.)

#### CHECK APPROPRIATE BOX:

- ☐ Fees enclosed
  - \$395 . . . Tuition fee per person
  - \$95 . . . Registration fee per organization
- ☐ Charge my credit card (MasterCard/Visa only)

#### CREDIT CARD INFORMATION:

Account No. \_\_\_\_\_

Expiration Date \_\_\_\_\_

Cardholder \_\_\_\_\_

#### CONTINUING EDUCATION REQUEST FORM:

Please file an application for ☐ Legal ☐ Accounting

☐ Insurance ☐ Real Estate credit. I am licensed in the state(s) of \_\_\_\_\_

☐ I do not require educational credit. However, I would like a Certificate of Completion sent to me after the seminar.

☐ Confirming telephone registration of \_\_\_\_\_ (date)

Make checks payable to Executive Enterprises, Inc.

Mail to: Executive Enterprises, Inc., 22 West 21st Street, New York, New York 10010-6904.

*PLEASE DO NOT THROW AWAY. CONTAINS IMPORTANT REGISTRATION INFORMATION.*

**E9576**

121

3070



*University of Lowell*

*One University Avenue*

*Lowell, Massachusetts 01854*

(508) 452-5000

Technology and Work Program  
(617) 727-9820 ext. 3076

January 30, 1989

Robert Haynes  
Secretary/Treasurer  
Massachusetts AFL/CIO  
8 Beacon Street  
Boston, MA 02108

Dear Bobby,

As part of our activities in promoting a skill-based and human-centered approach to technological change, the Technology and Work Program has invited Lynn Williams, International President of the United Steelworkers to speak at the University of Lowell. We think that President Williams' talk could help draw attention to the joint work being carried out by the Massachusetts AFL/CIO and the Technology and Work Program. The topic of his talk will be a labor view of technological change, competitiveness and quality.

President Williams will be speaking in the evening on Tuesday, March 28th. We would very much like the Massachusetts AFL/CIO to co-sponsor this event and to help with outreach by including a flyer in a mailing to affiliates.

Thank you for your consideration of this matter.

In Solidarity,

*Charley*

Charles Richardson  
Director  
Technology and Work Program

*given to Joe as msg.*





*Senator Edward Kennedy  
Invites you to join him for Cocktails*

*In honor of*

*Regis*

*The Democracy Foundation*

*Friday, February 10, 1989*

*5:00 to 7:00 p.m.*

*Bank of Boston*

*100 Federal Street*

*The Federal Club, 36th Floor*

*Boston, Massachusetts*

*Vocals by The Garretts*

R.S.V.P.  
ON THE ENCLOSED



*Hors d'Oeuvres*

*Bank of Boston Federal Club Reception*

## THE DEMOCRACY FOUNDATION

☐ Yes, I plan to attend. \_\_\_\_\_ \$100.00

\_\_\_\_\_ Other

☐ No, I am unable to attend,  
but would like to make a donation \$ \_\_\_\_\_

Please endorse your check payable to The Democracy Foundation  
Contribution information required by law.

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Telephone \_\_\_\_\_





## HOW YOU CAN HELP BUILD THE BOYCOTT


- Lobby your legislators. States, cities, townships, etc. are among the biggest purchasers of paper products. Therefore, they could exert influence on IP to clean up its act and return the 2,300 workers to their jobs.
- Contact friendly elected officials. Find out how to introduce a resolution calling on your city and/or state government to boycott IP.
- Check with the purchasing agent in your workplace to be sure that no IP/Hammermill products are bought for the office computers and copying machines.
- Pick a local company that distributes a product in IP containers or packaging (for example, orange juice or milk cartons). Inform the company about the dispute. Ask them to switch to a different container or packaging company.
- Pick a supermarket or local grocery. Inspect the milk and orange juice containers for the IP label. Ask the store to order only those brands that are in non-IP packaging.
- Target a company for boycott handbills based on its unwillingness to stop using IP packaging or a store for refusing to switch from product brands that are packaged in IP containers.

Join the boycott and help expand it in your area. For more information and/or leaflets, please write to DPI/D Corporate Campaign, PO Box 1475, Nashville, TN 37202.

# BOYCOTT ALL

## INTERNATIONAL PAPER PRODUCTS

including  
those sold under  
these brand names:

International Paper 

IPCO

Hammermill

Springhill

Strathmore

Beckett

Ward

Coast Envelopes

Duplex Envelopes

Old Colony Envelopes

Union Envelopes

Transo Envelopes

*DRAFT EX. COPY*

## WHERE DOES YOUR OFFICE'S PAPER TRAIL BEGIN?





## RECORD PROFITS FOR THE COMPANY, PAY CUTS FOR THE WORKERS.

Last year International Paper raked in nearly \$1 billion in record profits and provided its top officer over \$1 million in cash compensation.

Yet in the midst of such prosperity, the company told its workers they must **take huge pay cuts** . . . absorb high health insurance costs . . . and allow unlimited subcontracting of their jobs at lower wages.

Hard to understand? It's just business as usual for the world's largest papermaker.

2,300 members of the United Paperworkers union went on strike over the outrageous demands . . . and were **kicked out of their jobs** simply for engaging in what are supposed to be legally protected labor activities. A list of the workers' hometowns reads like a travelogue of small town America: Lock Haven, Pa . . . Jay, Maine . . . De Pere, Wis.

## IP'S POLICIES HURT YOU, TOO!

The rest of us pay a high price so that they can achieve these profits:

'In taxes for public assistance to support the displaced, formerly productive workers... IP assumes no responsibility for the workers who have put in 20 to 40 years of service.

It is dumping them in the laps of overburdened state agencies, which must try to find them jobs in areas where opportunities are severely limited.

\*In environmental destruction: Repeated discharges of poisonous chlorine dioxide and other toxins from the company's Jay plant recently led the state of Maine to bring a multimillion dollar suit against IP. The state charged that the papermaker has violated "virtually every environmental law."

... Serious problems exist at other plants as well: Over the summer, the federal Occupational Safety and Health Administration demanded the largest fine ever in the paper industry against IP and required the company to audit its plants' chemical systems in Alabama, Arkansas, Louisiana, Mississippi, New York, Pennsylvania, South Carolina, and Texas.

\*In moral decay: Though IP tries to keep its ties to South Africa quiet, workers at several IP plants have evidence of clandestine shipments between their facilities and that outlaw nation, which denies blacks their fundamental human rights.

In July, The National Labor Relations Board charged the company with **further illegalities**. It said IP acted unlawfully in replacing a group of locked-out Alabama workers. The company could be forced to pay back wages to all 1,255 affected workers, perhaps as much as \$40 million.


International Paper should likewise be held accountable for the immoral action of replacing the 2,300 strikers. Those workers

and their u  
agencies, i  
institution  
are back on the job.

upon government  
ons, and other  
until these workers

## Please don't buy INTERNATIONAL PAPER/ HAMMERMILL PAPER products.

(A list of the company's brand name paper products is listed on the back of this leaflet.)

Please don't buy products that come in International Paper packaging or containers: Look for and avoid this symbol  on milk and beverage cartons, paper products, and office supplies.

You can also make your protest known directly: write to John Georges, Chief Executive Officer, International Paper Co., 2 Manhattanville Road, Purchase, NY 10577 or phone: 914-397-1500

CORPORATE  
GREED

DEADLY  
GASES







Ex. 07 J,

# United Paperworkers' Corporate Campaign

28 WOODS ROAD • MEDFORD, MASSACHUSETTS • 02155



Mr. Arthur Osborn, Pres.  
Mass AFL-CIO  
8 Beacon Street  
Boston, MA 02108

1/13/89

Dear Brother Osborn,

Enclosed is an advanced draft copy of a brochure on the International Paper boycott. I expect this back from the printer sometime within the next week or so. We will be using this brochure to build union and community support for the boycott effort nationally.

With the release of this brochure, the United Paperworkers Corporate Campaign will be working to block purchases of IP products by state, county, and municipal governments. Stopping government purchases is the single most efficient way to have an immediate short term effect on IP's bottom line and put pressure on the company to rehire the nearly 2,300 workers "permanently replaced" during the course of the strike.

Here in Massachusetts, we hope to pass many resolutions supporting the boycott. Efforts are already underway in Boston, Newton and Springfield. We would also like to pass a resolution through the state legislature. Your support will be critical to our success in the legislature and in many of the Commonwealth's cities and towns.

A letter of support from you in support of the the boycott to the Governor and key members of the legislature would undoubtedly have a big impact. I would be happy to draft something up.

Finally, if your office would arrange for a mailing to all the state AFL-CIO affiliates this would help a great deal to spread the word.

I will call next week to inquire about how you wish to proceed on this and what further steps I can make on my end to assist.

In Solidarity,

A handwritten signature in cursive script that reads 'Rand Wilson'.

Rand Wilson  
New England Coordinator

PS. The boycott is endorsed by the national AFL-CIO and the United Paperworkers International Union.



# Boycott International Paper

## International Paper & Hammermill Brand Names

**Bellefonte Book**

**Bookmark**

**Brotherhood Book/Ledger**

**Data**

**Data Coat**

**Data Coat Lite**

**Data Print**

**Data Seal**

**Data-Speed**

**Decatur**

**Educator**

**Farm Book**

**Feedcote**

**Feedset**

**Hammermill**

**Hammermill Bond**

**Hammermill Bond Envelope**

**Hammermill Braille**

**Hammermill Duplicator**

**Hammermill Electrocopy**

**Hammermill Fore**

**Hammermill Graphicopy**

**Hammermill Hy-O-Lite**

**Hammermill Index**

**Hammermill Ledger**

**Hammermill Manuscript Cover**

**Hammermill Micr Check-Mate**

**Hammermill Mimeo Bond**

**Hammermill Rollicopy**

**Hammermill Savlngs**

**Hammermill Scanmate**

**Hammermill Scriptmark**

**Hammermill Sentry Safety**

**Hammermill Translucent**

**Hammermill Wove Envelope**

**Hammermill Writing**

**Hammermill Xerocopy**

**Hudson**

**Incentive**

**International**

**International Bond**

**International Coated Litho**

**International Medallion**

**International Paper**

**International TI-Opake**

**IPL**

**IP (Logo) & Int'l. Paper**

**IP Web**

**Liberty**

**Liberty Web**

**Lock Haven Offset**

**Louisiana**

**Lycoming Book**

**Management Bond**

**Micro-Cut**

**OTIS**

**P3K**

**Publication Gloss**

**Rangeley**

**Saratoga**

**Springhill**

**Springhill Coated Cover**

**Springhill Novel**

**Springhill Opaque**

**Tidal Bond**

**Tiopake**

*For More Information Contact:*

**Rand Wilson (617)391-3866**

UPIU Corporate Campaign

28 Woods Road

Medford, MA 02155



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# Boycott International Paper

## SAMPLE RESOLUTION FOR STATE, COUNTY, AND MUNICIPAL GOVERNMENTS AUTHORIZING A BOYCOTT OF INTERNATIONAL PAPER COMPANY

[Town Meeting, City Council, State Legislature, School Board]  
resolution on International Paper Corporation.

*Whereas*, over 3,500 employees of International Paper Company were locked out or on strike for sixteen months, and

*Whereas*, International Paper continued to operate their facilities by hiring "permanent replacement" workers while unionized workers were on strike or locked out, and

*Whereas*, nearly 2,300 International Paper employees have not been rehired, and

*Whereas*, International Paper has made record profits in both 1987 and 1988, and

*Whereas*, International Paper claims that, in order to stay competitive, it must:

--cut workers pay by nearly 15 percent;

--completely eliminate hundreds of jobs and be able to subcontract out to non-union workers hundreds of other jobs;

--cut worker's benefits and working conditions, including their modest plant shut down on Christmas Day, and

*Whereas*, thousands of paperworkers in over 20 other International Paper plants have turned down similar concessionary contract offers, and have otherwise joined their brothers and sisters in this valiant struggle against corporate greed, and

*Whereas*, the United Paperworkers' International Union (UPIU) and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) have called for a national boycott of International Paper Company products, *now therefore be it*

*Resolved by* (City Council, Town Aldermen or School Board):  
That we support the International Paper Company workers and urge the citizens of (City or Town) to stop using International Paper products until the union workers are back at their jobs, *and be it further*

*Resolved* that the purchasing department of (City or Town) and all other departments be directed to stop buying International Paper Company products until all International Paper employees are back to their jobs and union collective bargaining agreements signed.



My Mother

Supports dignity



Information

28

Federal Republic of  
**Germany**

*step off*



**Vocational  
Training**

# Vocational training in the Federal Republic of Germany

Vocational training makes a vital contribution towards ensuring future opportunities for the younger generation. Vocational education is on an equal footing with education provided by schools and institutions of higher learning. Not only does vocational training impart the technical skills required for the pursuit of a future occupational activity, it encourages the development of a young person's personality as well. Educational policy in the Federal Republic of Germany therefore attaches particular importance to

practice-oriented vocational training.

The top priority of vocational training policy now and in the years to come is and shall be to provide an adequate number of qualified training places, thus guaranteeing all interested young people the opportunity to freely choose their occupation and receive thorough training in firms and schools. It is, moreover, important that the quality of vocational training be further improved, particularly in light of the declining number of candidates.

## Vocational training paths

There are many ways in which to learn a skilled occupation in the Federal Republic of Germany. As a general rule, until 9th or 10th grade – the period of full-time compulsory education required by law – pupils pass through general education schools: Grundschulen (primary schools), Hauptschulen (general

secondary schools – lower level), Realschulen (general secondary schools – lower level – giving access to the upper level of secondary education), Gymnasien (general secondary schools – lower and upper level – providing general university qualification), Gesamtschulen (comprehensive schools).

Then comes a fork in the road. One path leads, via the Gymnasium or Gesamtschule, to acquisition of Fachhochschulreife (certificate qualifying pupils for admission to Fachhochschulen [technical colleges] and similar courses of study at Gesamthochschulen [comprehensive institutions of higher education]) or Hochschulreife (certificate qualifying pupils to enter a university or equivalent institution). The majority of young people pursue the other path, which leads directly into vocational training.

Neither path, however, should be viewed as a one-way street, as an irrevocable decision "for life". A person who chooses to learn an occupation after leaving school may nevertheless, through further training and continuing education, also acquire Fachhochschulreife or allgemeine Hochschulreife (certificate granting admission to all institutions of higher education in any subject). And acquisition of Hochschulreife, on the other hand, does

not preclude the possibility of taking vocational training. In recent years, the number of young people with Hochschulreife who have commenced vocational training has increased considerably.

Although the decision concerning the educational path to be pursued is not an irrevocable one, and although the educational system is "permeable", this decision is still of great significance for each person's professional and personal development.

The individual, however, can rarely anticipate the future development of the labor market as a whole. For this reason, job centers make vocational counseling available to young people and their families.

The job centers provide information on trainee occupations in general and, in particular, supply information concerning prospects for employment and anticipated earnings in the occupations under consideration, as well as opportunities for advancement and continuing education.

## The "dual system" of vocational training

Most young people, upon completion of full-time compulsory education, elect to learn one of the approximately 430 currently state-recognized occupations for which accredited vocational training is required. They concurrently receive training on the job and in part-time vocational school: They serve an apprenticeship. Access to this dual system of vocational training is not formally contingent on receipt of any particular school-leaving certificate. Training is, as a general rule, available to anyone.

The dual system of vocational training is firmly rooted in the educational system of the Federal Republic of Germany and can be traced back to the Middle Ages.

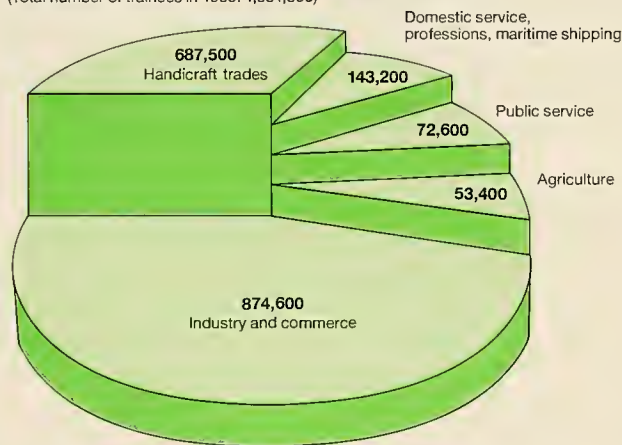
The training system developed by the guilds, the master apprentice-

ship, may be considered the forerunner of the in-plant part of training within the dual system. As early as the 12th and 13th centuries, professional organizations established regulations governing the training of the next generation of craftsmen. Until the beginning of the 19th century, only the merchant and craft trades trained apprentices: As industrialization increased, this form of training spread to industry and, after the beginning of the 20th century, to all economic and occupational sectors.

The academic part of the dual system was a later development. Its historical roots may be found in the religious and artisanal Sunday schools established in the 18th century. During the latter part of the 19th century, these schools gradually

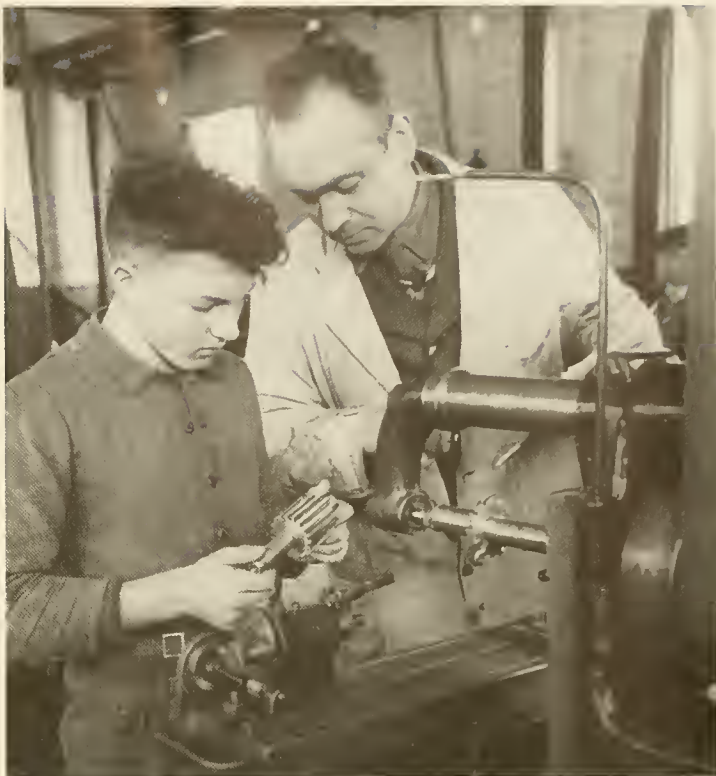
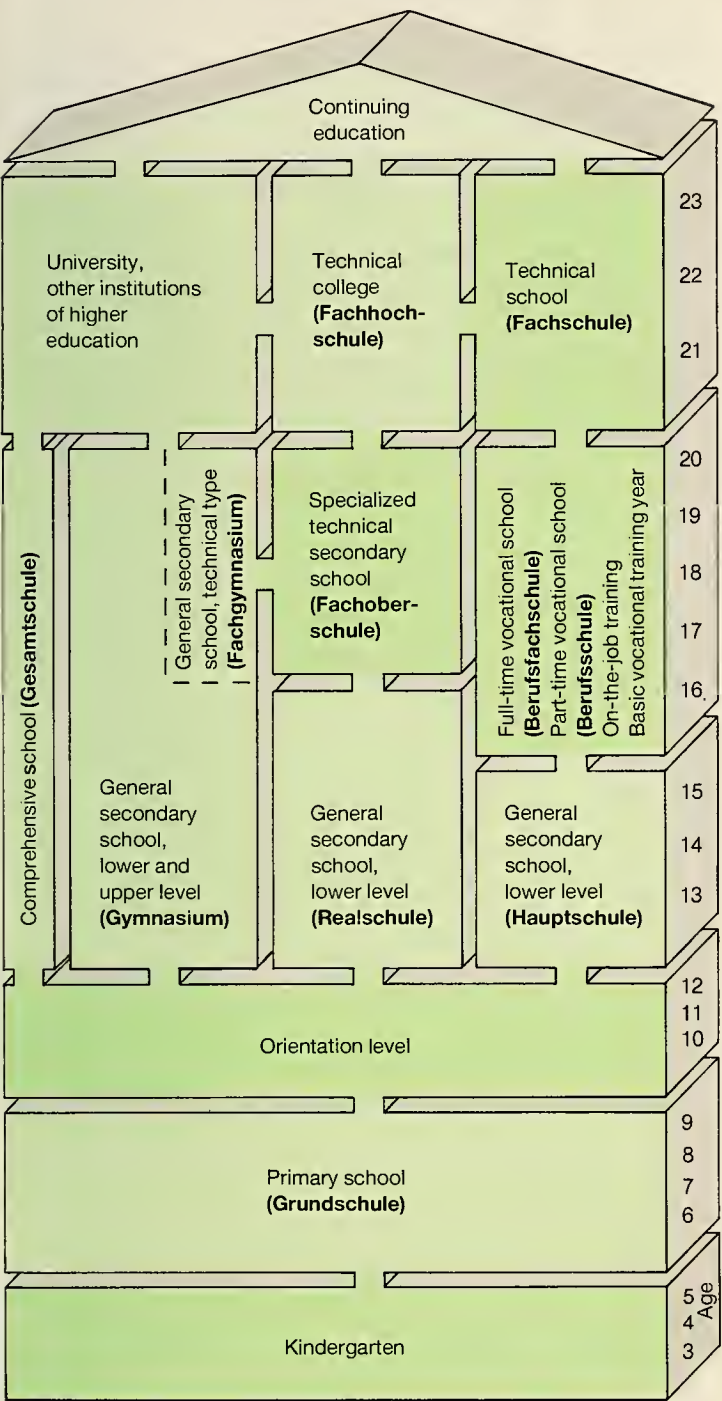
**Number of trainees in the various occupational sectors – training year 1985**

(Total number of trainees in 1985: 1,831,300)





# Structure of the Educational System



In-plant training of an apprentice 50 years ago

evolved into general education and commercial Fortbildungsschulen (continuation schools). At the beginning of the 20th century, the Fortbildungsschule structured according to occupation – referred to since 1920 as the Berufsschule (part-time

vocational school) – gained widespread acceptance as a compulsory school complementing on-the-job training. In 1938, universal Berufsschule attendance became compulsory in Germany.

## Features of the dual system of vocational training

Two characteristic features distinguish the dual system from the exclusively in-school vocational training systems customary in many countries:

1. Training is split between two instructing parties: the firm and the part-time vocational school. In the Federal Republic of Germany, on-the-job training is subject to

federal law, whereas classroom instruction is subject to the laws of the individual federal states.

2. Learning takes place to a greater extent on the premises of private and public manufacturing plants or service enterprises – occasionally supplemented by interplant training centers –, rather than in the schools.

The person learning an occupation is a trainee in a private or public firm. The trainee is given time off to attend a part-time vocational school; during this time he or she is then a vocational school student.

The word "dual" refers to the two parties providing instruction; the concept "system" means that the

two instructing parties do not operate independently of one another, but rather coordinate their efforts. Close and productive cooperation on the part of all involved is thus an indispensable prerequisite for the smooth functioning and further development of the dual system.

## On-the-job training

On-the-job training is governed by federal laws and regulations. The Vocational Training Act of 1969 specifies the basic legal conditions for the provision of vocational training in firms and interplant training centers. Craft trades are also subject to the provisions of the Handicrafts Regulation Act.

The Vocational Training Promotion Act of 1981 governs the planning of vocational training, the compilation of vocational training statistics, and the work of the Federal Institute of Vocational Training. The Act on the Employment of Young Persons contains special provisions for the protection of juvenile trainees.

The autonomous organizations of the private sector (the "competent

bodies") are responsible for supervising on-the-job training and furnishing advice pertaining thereto. They check the suitability of the training premises and the qualifications of the training staff and see to it that training is conducted in accordance with the purposes specified in the Vocational Training Act and Training Regulations. They issue rules to be observed in connection with examinations and establish boards of examiners. In addition, they are responsible for establishing vocational training committees and administering examinations to prospective training officers.

These autonomous bodies include, in particular, the chambers of industry and commerce, the chambers of



Trainee attending a course on digital technology

handicrafts, the chambers of agriculture, the chambers of lawyers and notaries, and the medical associations.

Each of these competent bodies establishes a vocational training committee which is to be informed of and consulted on matters concerning vocational education and which

issues regulations governing provision of on-the-job training. The vocational training committees consist of an equal number of employers' representatives, employees' representatives and vocational school teachers, whereby the teachers have the right to speak but not to vote.

## Demand-oriented training

Firms have the right and the obligation to provide vocational training if they are deemed suitable training employers. However, not all firms are able to do so – or wish to. Firms provide vocational training voluntarily and at their own expense in order to obtain the trained young people they themselves require; many train more young people than they need.

On-the-job training gives a firm the opportunity to meet its own personnel requirements within the framework of the Vocational Training Act. Trainees receive instruction which is also tailored to the distinctive features of the given firm. The firm knows the trainee's strengths and weaknesses and knows how to make optimal use of his or her skills

upon completion of initial training, provided the trainee is retained by the firm as a skilled worker.

Thus on-the-job training is initially demand-oriented – a component of the firm's personnel planning.

Neither the trainee nor the firm is under an obligation to establish an employment relationship after initial training has ended. In concluding a vocational training contract, the firm thus runs the risk of losing newly trained, skilled personnel to other firms. On the other hand, however, the firm can also hire skilled personnel trained by other firms. Ensuring a supply of young trained personnel is therefore not only in the interest of a single firm, but in the interest of all occupations and economic sectors.



At the Federal Postal Administration young women receive vocational training in the "typically male" occupation of telecommunications engineer.



In addition to demand-oriented training there is a willingness to provide vocational training which is motivated by a sense of social responsibility. Increasing demand for training places and rising juvenile

unemployment rates have led firms to fully utilize their existing vocational training capacity and train more young people than they themselves actually require.

## The costs of vocational training

The costs of vocational training are borne by the firms themselves. In 1985, these costs amounted to roughly 20 billion DM (net).

Approximately 500,000 firms currently provide on-the-job training. Training employers can be found in all economic sectors, in commerce, craft trades, the service sector,

households, agriculture, the professions (doctors, architects, pharmacists, etc.) and in public service.

A particularly large number of young people have traditionally been trained in the craft trades, and not only for the benefit of the latter. Industrial firms hire many jobs as skilled workers.

## The academic part of vocational education

In the dual system, part-time vocational school goes hand in hand with on-the-job training. The trainee's obligation to attend part-time voca-

tional school is specified in the educational statutes of the federal states, and varies from one to two days per week.



Handicraft instruction at the Berlin-Wedding Industrial Part-time Vocational School



Public Document - Published by the Press and Information Office of the Federal Government, Bonn, 4/87 - Design: Michael Bokler, Bonn - Printing: Gehringer, Kaiserslautern 1987 - Translation: Kathleen Müller-Rostin, Bonn

See also INFORMATION No. 12 "Youth", No. 14 "Higher Education" and No. 15 "The Education System"

### Breakdown of part-time vocational school instruction for a future industrial production and sales specialist in North Rhine-Westphalia:

a) Instruction in continuous segments: 6 or 12 weeks, 30 hours per week	b) Part-time instruction: two days per week
<b>General education courses:</b>	
Religious instruction 2 hours	1 hour
Civics 2 hours	1 hour
German 2 hours	1 hour
Physical education 2 hours	1 hour
<b>= 8 hours</b>	<b>= 4 hours</b>
<b>Major subject areas:</b>	
Economics 3 hours	1 hour
Business administration 9 hours	3 hours
Mathematics 4 hours	1 hour
Accounting 4 hours	2 hours
Organizational theory 2 hours	1 hour
<b>= 22 hours</b>	<b>= 8 hours</b>

The part-time vocational schools are generally structured according to the following technical fields:

- industrial
- commercial
- domestic
- agricultural
- mixed vocational

The trainee attends the part-time vocational school designated for the place where his or her training is being conducted. Classes may be set up by occupational groups or individual occupations, or may include a number of different occupations. Classroom instruction is offered either

- once a week for up to nine hours or
- twice a week for 12 to 16 hours or
- in continuous segments.

Instruction in continuous segments interrupts on-the-job training for several weeks a year and is offered on a full-time basis.

The object of vocational school instruction is to provide a theoretical complement to on-the-job training while solidifying and broadening the pupil's general knowledge. Approximately 60 per cent of the classroom hours are devoted to specialized vocational instruction and 40 per cent to general education.

## Cooperation within the dual system

The pedagogical advantages of both vocational training locations - the firm and the school - can be meaningfully combined, which works to the advantage of both the trainee and the training firm. Practical experience gained on the job and the theoretical foundation acquired at school are coordinated and aspects of each can be tested and applied to the other.

Regulations governing on-the-job training must be coordinated with general curriculum guidelines for schools. For this reason, a coordination procedure has been adopted

which facilitates cooperation among the employers, employees, the Federal Government and the ministers of education and cultural affairs of the federal states.

In addition to coordination of training regulations and general curriculum guidelines, cooperation is necessary between the firm and the part-time vocational school. Equally indispensable are personal conversations and a sharing of experience between vocational school teachers and instructors providing on-the-job training.

## Financial assistance

As a general rule, firms finance on-the-job training of the young personnel they require, while the federal states finance classroom instruction.

The Federal Government and the Federal Institute of Labor supplement vocational training through numerous supportive measures. In 1985, roughly 1.4 billion DM were allocated to promotion of vocational training; this figure includes vocational training assistance provided by the Federal Institute of Labor.

This funds are earmarked for special programs designed to promote vocational training of dis-

advantaged young people, the handicapped and young women, and for the financing of interplant training centers. Training grants are available to prepare unemployed young people for vocational training or gainful employment. Young people may, in addition, receive incentives in accordance with the provisions of the Vocational Training Promotion Act.

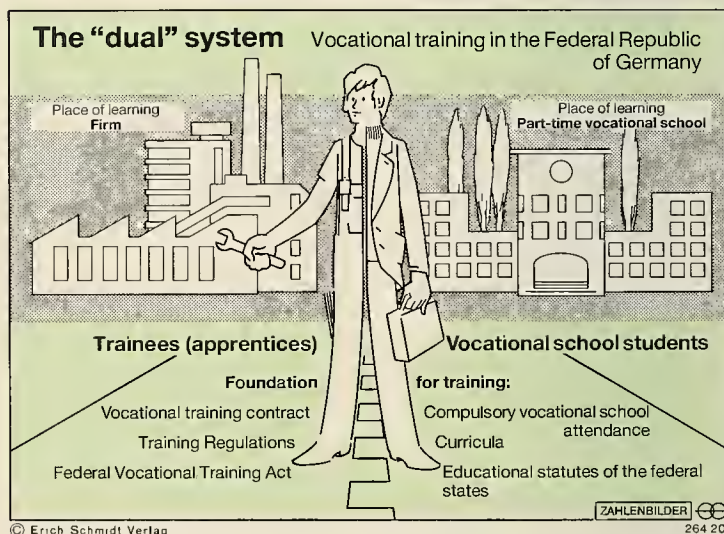
Moreover, supportive measures have been adopted which provide for improvement of the regional economic structure. Such measures lower the costs of creating new in-plant training places in structurally weak areas.

## The dual system - an export commodity in great demand

For a number of years, the Federal Republic of Germany has also co-operated with the People's Republic of China in the area of industrial vocational training. In the course of modernizing its economy, China has deemed it necessary to reform its vocational training system as well. The German dual system is con-

sidered a suitable model for such reform.

Many other countries, such as Ecuador, South Korea, Thailand and Turkey, also have confidence in the quality of German vocational training and seek advice from the Federal Republic when establishing nationwide vocational educational systems.





Whereas in the early days of developmental assistance demand was nearly exclusively for the so-called trade school, for the establishment

of technical training premises for full-time vocational training, today numerous Third-World countries prefer the dual system.

## More and more young people seek qualified vocational training

In general, readiness to take qualified vocational training has increased. This is attributable to several things. In the first place, the standards set by the labor market have risen. It is now nearly impossible to find a permanent job without a qualified certificate. And, secondly, training increases earnings and enhances social prestige.

Young women no longer view marriage as a lifetime guarantee of financial security; the overwhelming majority now also complete qualified vocational training. Moreover, access to certain traditionally "male occupations" has not only been simplified for young women but encouraged as well.

In the mid-60s the number of live births in the Federal Republic of Germany increased to over one million per year. Most of the young people born during these "high-birthrate" years have meanwhile found a training place or already completed vocational training. The number of young people leaving the Hauptschule and Realschule peaked at the beginning of the 80s. However, the number of young people seeking a training place has declined only slightly, a phenomenon attributable largely to four things:

- More and more young people from the Hauptschule and Realschule who in earlier years did not receive vocational training - young women in particular - today wish to learn a trade. In the last ten years, the percentage of young people voluntarily choosing not to take vocational training has dropped from ten per cent to two per cent.
- The percentage of young people

with an Abitur (Certificate of General Qualification awarded by a Gymnasium) or Fachhochschulreife choosing to receive vocational training within the dual system has nearly doubled in recent years, reaching 14 per cent in 1985. Some of these young people wish to enroll at an institution of higher education upon completion of vocational training; others seek employment in the field in which they have been trained or pursue career-oriented further training.

- Many young people continued going to school past the compulsory period because they were unable to find a training place immediately.
- A large number of young people and young adults who have completed vocational school or a university course of study seek a training place within the dual system in order to improve their prospects for employment.

This high demand, which cannot be attributed solely to the birthrate, speaks for the quality of vocational training within the dual system. However, it also necessitates the following:

- The number of available training places must remain high in order to meet demand.
- The standards for diversification of vocational training must be adapted to the changing qualifications of the trainees - previous education, age and sex - and must take into consideration the vocational options associated therewith.

## Promotion of vocational training for disadvantaged young people

The Federal Minister of Education and Science has developed a program designed to make vocational training places and employment positions available to those young people whose prospects were poor from the very beginning.

Without additional encouragement and assistance, young people who are socially, physically or mentally disadvantaged cannot successfully complete vocational training within the dual system. Through the Federal Government's "Program for the Disadvantaged" these young people receive recognized vocational training which takes into consideration

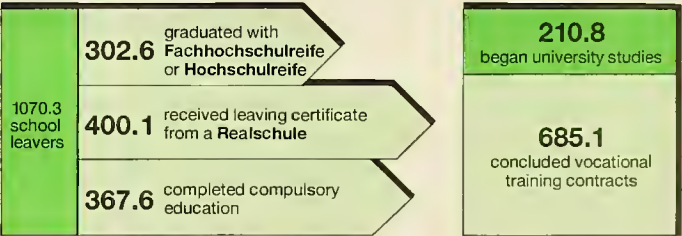
their social or personal difficulties or academic shortcomings.

In the training year 1986/1987, roughly 30,000 (1985: 23,500) young people received assistance within the framework of this program: 18,250 (1985: 16,500) in interplant training centers and more than 11,000 (1985: 7,000) through various forms of assistance complementing in-plant training.

407 million DM have been earmarked for these measures in 1987. The additional funds are to be allocated to training programs in regions with a limited number of training places - and are intended to primarily benefit young women.

### School leavers, 1986 (1.07 million)

in thousands



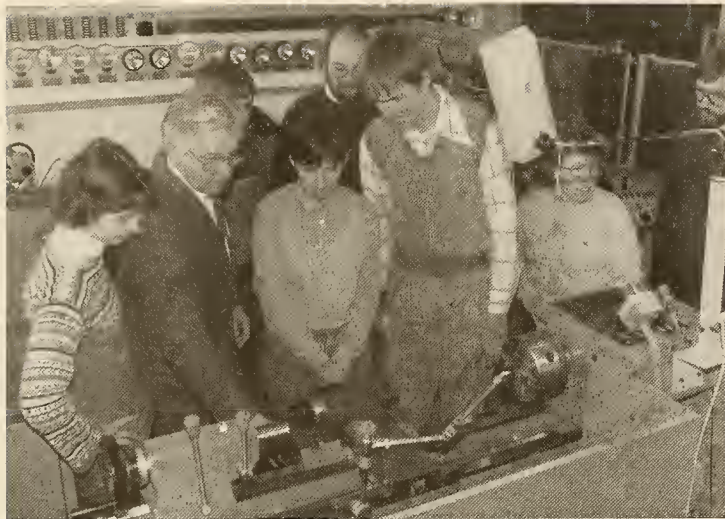
## Further training and continuing education

As a result of developments in technology, science and society, acquisition of a specific body of knowledge during initial training no longer constitutes a guarantee of lifelong professional success for anyone. Today's rapid pace of change forces people to adjust to new demands placed upon them, acquire more and more new know-

ledge and forsake familiar patterns and paths.

In the future, every individual will have to avail himself or herself of opportunities for vocational continuing education, whether in the form of vocational further training or vocational retraining, in order to adapt to changing conditions in the working world. Continuing education





Handicapped and nonhandicapped trainees receive instruction together at a part-time vocational school in Kassel.

Foto Eichel

will thus become just as important a part of the educational system as initial training.

Participation in vocational continuing education courses is voluntary. Except as arranged with the employer, it is up to each individual to decide whether and to what extent he or she shall supplement and broaden his or her specialized knowledge. Continuing education courses are offered primarily by nongovernmental agencies, firms, economic organizations, unions, churches and communal and private institutions, and are therefore particularly dependent on private initiative.

The multitude of different wishes and needs can only be met if vocational continuing education is provided by a comparable multitude of different bodies. A state monopoly in this area of continuing education would be inappropriate and should continue to be avoided.

An important function of vocational continuing education is the contribution it makes to the recognition that general and vocational education are of equal value: For many young people, the attractiveness of vocational training within the

dual system is largely contingent on the opportunities it affords for professional advancement; these opportunities can be enhanced through vocational continuing education courses.

The permeability of the educational system in the Federal Republic of Germany offers a number of possibilities for acquiring further skilled training which builds on the foundation of a successfully completed vocational training program. More advanced school-leaving certificates may be acquired in a number of ways:

– The pupil attends a Berufsaufbauschule (vocational extension school) while attending a part-time vocational school or after completing compulsory part-time vocational school. The Berufsaufbauschule imparts general education and vocational training above and beyond that offered by the part-time vocational school, and confers the Fachschulreife, a vocational training certificate equivalent to the leaving certificate awarded by the Realschule, which qualifies the recipient for admission to a Fachschule.

– The Fachschulen are technical schools providing advanced vocational training to individuals employed in a given field (such as Meisterschulen [training schools for master craftsmen] and Technikerschulen [engineering schools]).

– Fachoberschulen (technical secondary schools) build on the school-leaving certificate awarded by a Realschule or an equivalent certificate and impart both general education and specialized theoretical and practical knowledge and skills. They confer the certificate of Fachhochschulreife.

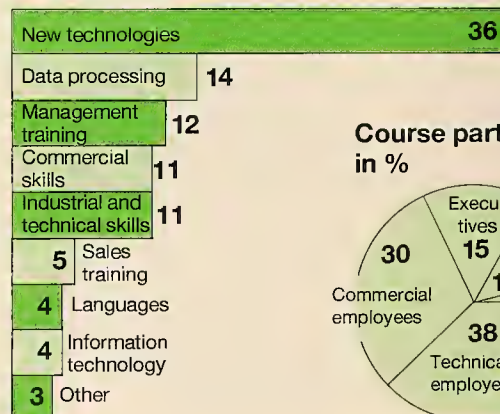
– Berufliche Gymnasien (general secondary schools, technical type) are open to pupils in possession of a “qualified” lower secondary level certificate (Sekundarabschluß 1 = Realschule certificate or equivalent). They have a vocational emphasis and confer the certificate of allgemeine Hochschulreife (Certificate of General Qualification entitling the student to study any discipline at all at a university or equivalent institution).

The “second educational route” may also be pursued through Abendgymnasien (general secondary school evening classes providing university entrance qualification) and Kollegs (institutes of general education preparing adults for higher education). Prerequisite for acceptance at one of these schools is completion of an accredited vocational training program or proof of at least three years of regular employment and a minimum age of 19. Students attend an Abendgymnasium while still employed; Kollegs are full-time schools.

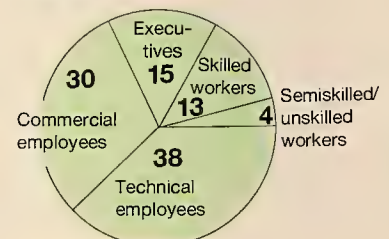
Continuing education, however, is provided predominantly by institutions outside the school system. In 1986, 460,000 people attended courses financed by the Employment Administration alone. Approximately half of all continuing education programs are conducted by firms themselves.

## Continuing education in the firm

### Course content in %



### Course participants in %





No 8648

# TEMPORARY PARKING PERMIT

Issued To: \_\_\_\_\_

Reg. #: \_\_\_\_\_  
(STATE) (PLATE #)

Make: \_\_\_\_\_

Visiting: B-371 - President's Office

Valid From: \_\_\_\_\_ To: \_\_\_\_\_

Date(s): FEB 14 1989

Issued By: Thomas M. Beating



**IMPORTANT — SEE REVERSE**



## IMPORTANT — PLEASE READ

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Attach this temporary permit to the mounting post of your inside rear view mirror so that the other side can easily be seen and read from the outside of the vehicle.

This permit is valid only for the period indicated on the front. Use at other times is prohibited and may result in ticketing and/or towing at your expense.

Please observe all posted parking rules and regulations and the directions of College Security personnel.

Visitors to the College are welcome, but on the understanding that the College assumes no responsibility or liability for damage to or theft of your vehicle or its contents while on campus.

Thank you for your cooperation.

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*The Commonwealth of Massachusetts*  
*Bunker Hill Community College*

BOSTON, MASSACHUSETTS 02129

TELEPHONE: (617) 241-8600

OFFICE OF THE PRESIDENT

February 1, 1989

Mr. Bob Haynes  
AFL/CIO  
8 Beacon Street - 3rd Floor  
Boston, MA 02108

Dear Mr. Haynes:

We take pleasure in asking you to join us as members of a very important Planning Group: one that will explore the development of an alternative pathway from high school to the work force, preparing young people for productive employment and making it possible for them to climb a career ladder through further education and job advancement. Additional information on this alternative pathway and the successful German Dual System is provided for you on the attachment to this letter.

As an initial step in the exploration of a pilot program for this geographic region, the Planning Committee which we are asking you to join will host a two-part event on April 5, 6, and 7. With support from the Ministry of Economic Affairs of Baden-Wuerttemberg as well as the Goethe Institute in Boston, a number of German experts on the Dual System from industry, unions, education and government will join an equally varied group of Americans for an intensive, two-day discussion of the German system and its implications and lessons for this country. Taking advantage of the presence of the overseas visitors, we will also organize a two-hour symposium so as to present the issues, the German experience, and an initial outline of our plans to an invited audience of eighty to one hundred guests from the region.

We have already received assurances of financial support for these events from the Boston Globe, the Hewlett-Packard Corporation, and the Aetna Corporation. We hope that we will be able to obtain additional assistance from other sources.

*I will go to planning*  
*Invite for*  
*A. O. Shum*  
*Swanson*  
*J. Fuberty*  
*comm*  
*2/14*





We hope that you share our interest in this challenging and important undertaking, and that you will be willing to work with us in the conceptualization, planning, and development of a pilot project. A first meeting of the Planning Group will be held at 3:30 p.m. on Tuesday, February 14, in Room B321 of Bunker Hill Community College. After that we envision one further meeting in mid-March prior to the April sessions, which we hope members of the Planning Group will attend. Subsequently, Planning Group meetings will occur about once every two to three months.

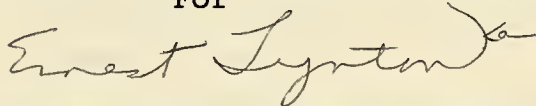
We look forward to hearing from you whether you are willing to join the Planning Group, and whether you can attend its first meeting on February 14.

With best regards and wishes,  
Sincerely,



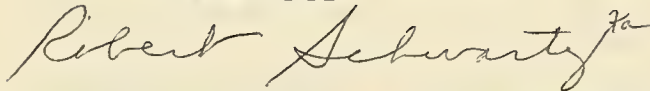
Piedad F. Robertson, President  
Bunker Hill Community College

For



Ernest Lynton, Commonwealth Professor  
University of Massachusetts, Boston

Also For



Robert Schwartz, Special Assistant to the  
Governor for Educational Affairs

cmd

Note: Please use the enclosed permit to park in areas marked  
Bunker Hill Community College Orange Parking Permit.



## WORK AND LEARNING: THE GERMAN DUAL SYSTEM

This country stands out among all industrialized nations in the percentage of high school graduates who go on to college. But at the same time we pay little attention to what a recent report called "The Forgotten Half" those who do not enter higher education. We believe that there is a great need to provide for these individuals a pathway which closely relates work and learning, and which begins after the tenth grade and continues to a community college level. Work and learning. Our reasons are the following:

- Many bright young people never develop their full potential, although they possess all the necessary aptitude to become effective and highly skilled workers and more. Because they have a practical, hands-on bent rather than being academically inclined, they lose interest, stop learning, and may even drop out in the later high school years. We want to provide a choice for these individuals, who are too valuable to become unproductive. We want to motivate them to work hard toward a productive career by providing them with outlets for their capabilities.
- A recent newspaper headline proclaimed: "Smart Machines, Smart Workers." The evidence to date is clear. Modern technology has the greatest impact on productivity if those who use it know the "why?" as well as the "how". The automated and computerized work place, be it the shop floor or the office, the hospital ward or the construction site, places great demands on skilled labor. Thinking has become as important as doing, and increasingly the necessary education goes beyond the high school level.
- The most effective preparation for these increasingly demanding jobs is one which closely relates working and learning. Academic and technical instruction should complement each other, and both should be combined with ongoing, practical work experience so as to result in active learning. In addition to containing a common core of basic skills and general education, the program should be specific to a generic area of employment, such as, e.g., financial services, health-related services, or computer technology. Each participant should be working in that field at an entry level while acquiring the understanding and skills needed to move upward.





The Federal Republic of Germany is one of a number of European countries which have very successful employment-based programs for the transition from school to work. The German approach is called the Dual System as an indication of the way in which the program combines formal instruction with education and employment through cooperation between employers, unions and educators. We enclose a brochure describing this system. Many observers believe that its success has been a significant factor in the country's economic competitiveness. It is not possible to replicate an approach deeply rooted in the social and economic history of a country. But one can learn a great deal from the experiences abroad both with regard to the crucial ingredients of a successful program as well as to the pitfalls to be avoided.

Enclosures



TO: ARO

Re: Ex. off. OK For <sup>200.</sup>~~300.~~00

To help w/ upfront COST'S

For Tip O'Neill Dinner

- per Elise FRANK'S Request.





TO: EXECUTIVE OFFICERS

FROM: CHERYL GOODING, DIRECTOR WILD

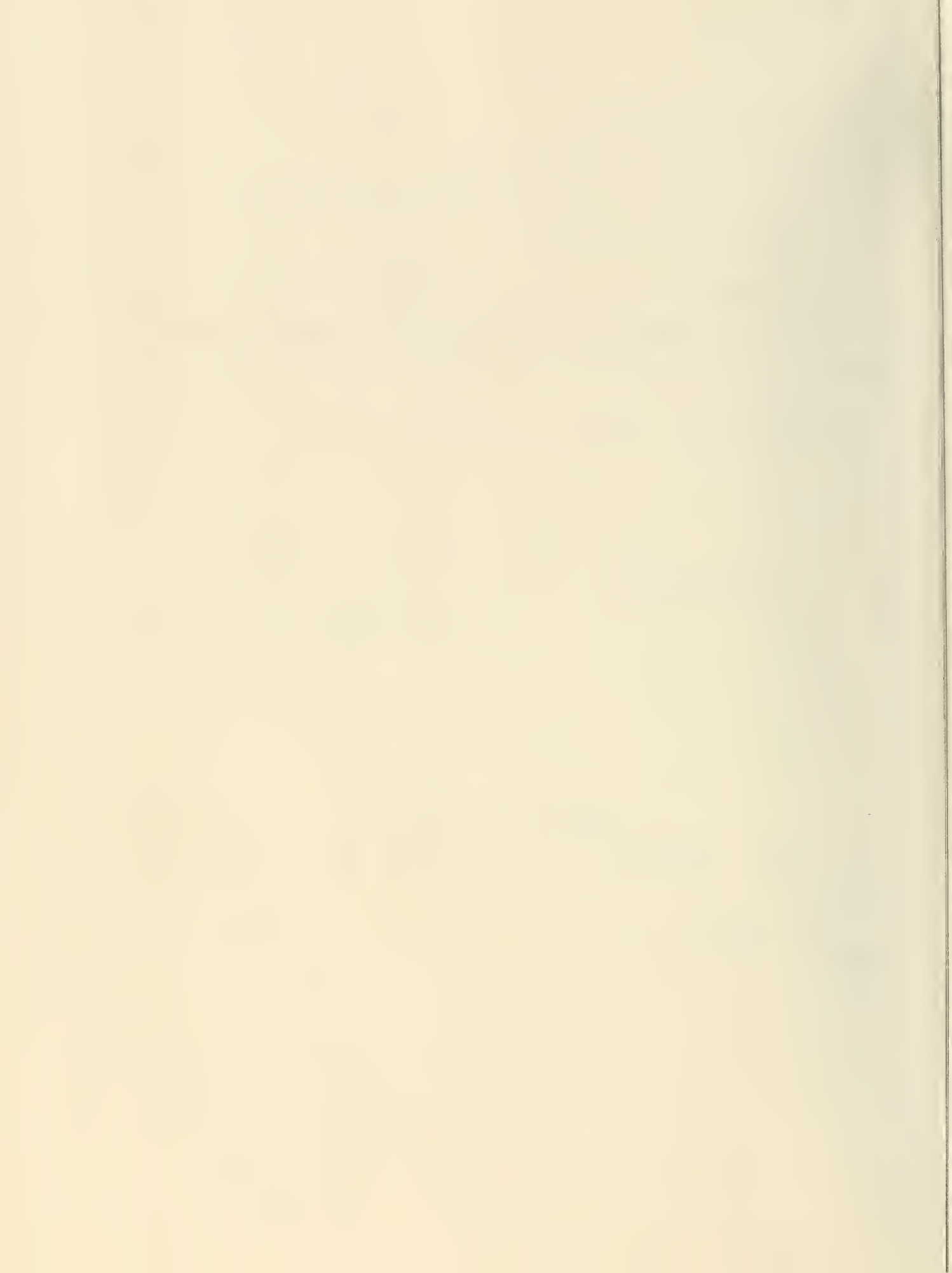
RE: Request for Mass. AFL-CIO to provide postage for  
WILD Fundraising mailing.

WILD fundraiser is scheduled for Saturday, March  
11, 1989. Printing of invitations is being donated already -  
would the Mass. AFL-CIO pay the postage to mail to a WILD list.

PROJECTED COST: \$225.00 (900 pieces x .25¢)

*Donate \$100 toward  
postage*

*Check contributions from  
Mass AFL-CIO in past year*



Mail Leadership

AMERICAN FEDERATION  
OF LABOR AND CONGRESS  
OF INDUSTRIAL ORGANIZATIONS



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Officials

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President  
Thomas R. Donahue  
Secretary-Treasurer

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Jay Mazur  
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Jack Sheinkman  
John J. Barry  
John A. Gannon  
Sigurd Lucassen  
William J. McCarthy

January 19, 1989

Dear Trade Unionist:

In 1986, the United States Congress authorized the establishment of a memorial on federal land in Washington, D.C. to honor all American servicemen and women who participated in the Korean War, particularly those killed in action, still missing in action or who were prisoners of war.

The law assigns the task of erecting the memorial to the American Battle Monuments Commission and provides for the establishment of the Korean War Veterans Memorial Advisory Board to assist the commission in this task.

The law also directs that the memorial be built using private funds, and it authorizes the commission to raise and account to Congress for money contributed for this purpose. To date, \$2.8 million of \$6 million needed to construct the memorial has been deposited in an escrow account with the U.S. Treasury. All contributions to the fund are deposited in this account, and this money will be used only for the building of the memorial.

In September 1988, the site of the memorial was approved by federal agencies. It will be constructed on The Mall in Washington, D.C. near the Lincoln Memorial, directly across the Reflecting Pool from the site of the Vietnam Veterans Memorial. A design competition for an appropriate memorial has begun.

The AFL-CIO Executive Council has endorsed the establishment of the Korean War Veterans Memorial, and the AFL-CIO has made a contribution to the fund.





January 19, 1989

Page Two

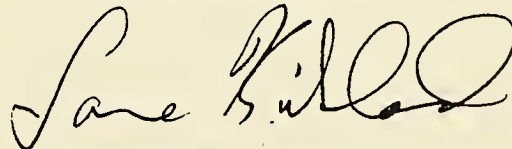
Millions of American working men and women served in the armed forces and took part, directly or indirectly, in the Korean War from its beginning in 1950 to the armistice in 1953. This project deserves the support of the labor movement on behalf of all Americans who served their country during that war.

I hope that your union will give consideration to making a contribution to this campaign and that you will encourage your members to participate as well.

Contributions may be made to the Korean War Veterans Memorial Fund, Post Office Box 2372, Washington, D.C. 20013.

Additional information about the memorial is available from the Korean War Veterans Memorial Advisory Commission, 18th and C Streets, N.W., Room 5024, Washington, D.C. 20240, General Richard G. Stilwell, chairman.

Sincerely and fraternally,

A handwritten signature in dark ink, appearing to read "Lane Kilgus". The signature is fluid and cursive, with the first name "Lane" written in a larger, more prominent script than the last name "Kilgus".

President



EX-077

# MassCOSH

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## Massachusetts Coalition for Occupational Safety & Health

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241 St. Botolph Street Rm. 227

Boston, MA 02115

(617) 247-3456

P.O. Box 55

Hatfield, MA 01038

(413) 247-9413

January 26, 1989

Arthur Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon St.  
Boston, MA 02108

5

Dear Arthur,

The Work Environment Program of the University of Lowell, the Occupational Health Program of University of Massachusetts Medical Center, and MassCOSH will be presenting a conference in Worcester on March 28, 1989 entitled "The Power To Act: Making Health and Safety Committees Work". Lynn Williams, President of the United Steelworkers of America, AFL-CIO-CLC, and Chair of the AFL-CIO's Health and Safety Committee has accepted our invitation to present the conference's closing speech. President Williams will offer an up-date of the speech entitled "Moving from the Right-to-Know to the Power to Act" which he gave at the AFL-CIO's 1987 National Health and Safety Conference in Nashville.

The March 28th conference will also include a panel of health and safety committee success stories, as well as workshops on "Becoming Your Own Expert: Evaluating and Controlling Workplace Hazards" (with separate sections for building trades, industrial sector, service/public sector, etc.); "Setting Up Workplace Health and Safety Committees"; "Strategies for Strengthening Your Health and Safety Committee"; "Bargaining for Health and Safety"; and "Mandating Health and Safety Committees: New Laws and Strategies".

We would like to invite the Massachusetts AFL-CIO to be a conference co-sponsor and ask that you do an affiliate mailing of conference brochures. We would also like to have Bob Spinney, Chair of the Massachusetts AFL-CIO Health and Safety Committee help open the conference with words of welcome from the Massachusetts AFL-CIO.

We are planning to bring the brochure to the printers by February 1. Thus, we would greatly appreciate your response to our request for co-sponsorship at your earliest convenience.





We believe this will be a very informative conference and are very excited that President Williams has agreed to inspire us with his vision of increased labor victories in the health and safety arena. We hope that the Massachusetts AFL-CIO will agree to be a co-sponsor and will be able to help publicize the conference.

If you have any questions, please contact Nancy Lessin at 247-3456. Thank you very much for your assistance.

In Solidarity,

*Rafael Moure (B)*

Rafael Moure, Ph.D.  
Associate Professor  
Work Environment Department  
University of Lowell;  
Industrial Hygienist,  
UAW Health and Safety Department  
(on leave)

*Nancy Lessin*

Nancy Lessin  
Director,  
MassCOSH

*Beverly Johnson (st)*

Beverly Johnson  
Administrator and  
Chief of Community Education  
Occupational Health Program  
University of Massachusetts  
Medical Center





1-20-89  
The New England Home for Little Wanderers

850 Boylston Street, Suite 201  
Chestnut Hill, MA 02167  
617-232-8600

January 20, 1989

Gordon Baird  
President of the Board  
Clifford W. Falby  
Executive Director  
Carol A. Phillips  
Director of Development

AFL-CIO  
Suite 720  
8 Beacon St 3 Flr  
Boston, MA 02108

Dear Friends:

Thank you so much for your recent gift of \$50.00 to The New England Home for Little Wanderers. Your continued support of our programs is important to our children especially at this time of year and all year long.

As I'm sure you know, it's very costly to provide the professional care, love and nurturing that our children need in a loving family setting. We depend on caring people like you to help meet our expenses thereby continuing to meet the needs of today's children.

Each child at The New England Home brings a personal set of problems, a unique set of needs. Many are children viewed as failures, with little or no self-image. Step by step we are working with children and whenever possible their families to alleviate problems.

Your thoughtfulness and kindness this holiday season ensures our programs for the New Year.  
Thank you....from the kids!

Sincerely,  
*Clifford W. Falby*

Clifford W. Falby  
Executive Director

CWF:lm



Serving Children & Families in Need Since 1865







PROPOSED DRAFT

Dear Brothers and Sisters,

As leaders of our state's Labor Movement, we are often asked to support various social service organizations in our state. We have come to believe that those most deserving of our support, are those who share our concern for the working class people, and offer those families services on a daily basis. We are writing to you on behalf of one such organization, The Laboure Center.

The Laboure Center came into existence in 1907, at about the same time that the Labor Movement was in it's infancy. The Center began as a response to the needs of the working class immigrant families who, because of the financial demands on the family, found that both parents had to work outside of the home. In an effort to help these families, the Center began with the idea of providing child care services to the children of working parents.

Under the direction of the Daughters of Charity, The Laboure Center has continued to provide service to families for the past 82 years. Over these years, the Center has expanded their services to reach every member of the community from the newborn - to the eldest resident. The Center now offers child care, maternity and infant care, counseling for families and individuals, a visiting nurse program for the sick and the elderly, as well as various forms of aid to the disadvantaged. The care provided by the Center is offered regardless of the ability to pay. Needless to say, they could never survive without the support and efforts of people who believe in their mission.

This year, The Laboure Center has made a special effort to seek the support of Organized Labor. As an organization who has been a champion of the working class, we believe that they deserve our support. We hope you will join us by participating in their annual fundraising effort. We look forward to seeing you there and thank you for supporting this worthwhile organization.

---

Bob,

I am enclosing an invitation packet. We thought the best way to handle it would be to enclose your letter in the envelope with the invitation. If you would prefer, we could simply enclose a reply card in your envelope - whatever would be best for you. Please call me if you have any questions and thanks a million for your help. (268-5356)

Very well done

forget  
union printer  
please

Policy  
get involved  
in me





THE  
LABOURÉ  
CENTER

---

*The Honorable William M. Bulger*

*and*

*The Labouré Center*

*Cordially Invite You to Attend the Seventh  
Annual Reception at Anthony's Pier Four*

*Thursday, April 20, 1989*

*5:00 P.M.*



Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_ I would like to be a sponsor; contribution \$1,000 - 12 tickets

\_\_\_\_ I would like to be a patron; contribution \$500 - 6 tickets

\_\_\_\_ I would like \_\_\_\_\_ tickets at \$100 per person

\_\_\_\_ I will be unable to attend, but pleased to contribute  
tax deductible

*Please make check payable to:*

*The Labouré Center Reception Committee  
371 West Fourth Street  
South Boston, Massachusetts 02127*



## **The Labouré Center Maternal and Infant Care Services**

- a coordinated program of professional obstetric, gynecological and pediatric services
- a staff committed to the medical, nutritional and social service needs of women and children
- a program based on information, support, preventative care and health promotion
- classes, discussion groups, films and demonstrations

Following the example set by Saint Catherine Labouré, the Daughters of Charity and lay staff at the Center offer programs of education, counseling, nursing and family life skills to encourage a caring dedication to community life and deep love of family...

### **THE LABOURÉ CENTER**

371 West Fourth Street  
South Boston, MA 02127  
617-268-9670

A United Way Agency



## **The Labouré Center**



### **A Family Service Agency**

EARLY CHILDHOOD SERVICES  
VISITING NURSE SERVICES  
FAMILY SERVICES  
MENTAL HEALTH CLINIC  
ELDERLY SERVICES  
• **MATERNAL & INFANT CARE**

### **THE LABOURÉ CENTER**

371 West Fourth Street  
South Boston, MA 02127  
617-268-9670

## MATERNAL AND INFANT CARE

° The Maternal and Infant Clinic, a Satellite of St. Margaret's Hospital located at The Labouré Center, provides comprehensive obstetric, gynecological and pediatric services for the women and children of South Boston. Your sister or your aunt or your next door neighbor may have attended the clinic - about one half of South Boston women giving birth do -and then they continue bringing their babies for Pediatric care.



° Throughout its sixteen year existence the focus of the Maternal, Infant and Pediatric Service has been preventive care and health promotion. We are committed to the belief that good prenatal, postnatal and pediatric care will bring long term benefits to both Mother and Child. Services include primary Obstetrics and Pediatrics, Social Service, Nutrition and Visiting Nurse for Mothers and Infants.

° Informational classes for Childbirth Preparation, workshops for Mothers and discussion groups featuring films, guest speakers and demonstrations are scheduled and presented by the Maternal and Infant Care Project's Visiting Nurse.

The Maternal and Infant Care project frequently turns to other Labouré Center Services to give the most comprehensive combination of information, support and preventive care. Many of our Mothers take advantage of The Labouré Center's Family Life Education, Visiting Nurse, Early Childhood and Mental Health services.

This Project operates under the guidelines of the Joint Commission on Accreditation of Hospitals and the Mass. Department of Public Health - Division of Family Health Services.

Fees are arranged through the Business office of St. Margaret's Hospital.

For more information about appointments, medical care, classes, counseling, or any other Maternal-Infant Care matter, please call 268-9670.

**THE LABOURÉ CENTER**  
**A Family Service Agency**



## **The Labouré Center Elderly Services**

- social, medical, nutritional, educational and health resources for older community residents
- weekly Health Promotion program
- Golden Age Club
- Friendly Visitor Program, Referred Visitations, Telephone Reassurance
- a supportive, professional staff responsive to the needs and concerns of our elderly residents
- VNS trained and supervised Home Health Aides

Following the example set by Saint Catherine Labouré, the Daughters of Charity and lay staff at the Center offer programs of education, counseling, nursing and family life skills to encourage a caring dedication to community life and deep love of family...

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## **The Labouré Center**



### **A Family Service Agency**

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VISITING NURSE SERVICES  
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• **ELDERLY SERVICES**  
MATERNAL & INFANT CARE

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## ELDERLY SERVICES

° The Labouré Center has coordinated its Services for the Elderly to provide social, medical, nutritional and health resource services and counseling and psychological assistance for both the active and home-bound older residents of South Boston.

° Support groups, workshops, classes; personal counseling and above all socialization and friendship for older people are all part of The Labouré Center's Family Services Department. The Golden Age Club, a popular activity, meets weekly all year round. Members range in age from 60 to 95 years. They plan trips, outings and social events and have established an informal support system, but their weekly meeting and Bingo games are really the highlight of their calendar.

° Referred Visitations, Friendly Visitors at home and at nursing homes, and telephone reassurance calls, all primarily social and supportive, are scheduled for inactive elderly residents by Family Services staff and volunteers.

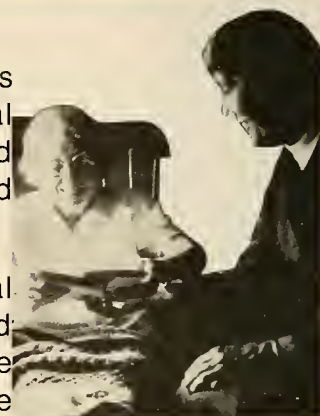
° The Labouré Center Visiting Nurse Service arranges for skilled nursing care, physical therapy, rehabilitation, Home Health Aides and Speech Therapy, support and reassurance for home-bound elders.

° In addition, the Visiting Nurse Service schedules weekly Health Promotion sessions at one of three convenient locations. Older residents are able to ask questions about medication, a persistent cramp, their diet or an upcoming operation. The screening, counseling and health education program helps older residents learn how to maintain optimum good health to relieve their medical concerns and fears.

° Professional and confidential, the Mental Health Clinic of The Labouré Center provides support and assistance for older people in need of mental health services.

- The Labouré Center Services for the Elderly -  
a responsive community resource

**THE LABOURÉ CENTER**  
**A Family Service Agency**



## **The Labouré Center Mental Health Clinic**

- a full range of diagnostic and treatment mental health services
- individual, family, couple and group counseling
- a professional, supportive, interdisciplinary staff committed to the mental health needs of community individuals and families

**Mental Health Extension Clinic  
62 Joyce Haynes Way**

Following the example set by Saint Catherine Labouré, the Daughters of Charity and lay staff at the Center offer programs of education, counseling, nursing and family life skills to encourage a caring dedication to community life and deep love of family...

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## **The Labouré Center**



## **A Family Service Agency**

EARLY CHILDHOOD SERVICES  
VISITING NURSE SERVICES  
FAMILY SERVICES

- **MENTAL HEALTH CLINIC**
- ELDERLY SERVICES
- MATERNAL & INFANT CARE

### **THE LABOURÉ CENTER**

371 West Fourth Street  
South Boston, MA 02127  
617-268-9670



## MENTAL HEALTH SERVICES

° *All of us face problems. Sometimes these problems grow, get out of hand...*

° The Labouré Center Mental Health Clinic provides professional, confidential, family oriented mental health services for children, adolescents, adults and families. The Clinic is staffed by a psychiatrist, psychologists, social workers, a psychiatric nurse clinician and administrative staff to provide a full range of mental health diagnostic and treatment services.



° *The tension of an extended illness in the family, the inconsolable loss of a loved one, the stress of losing a job or of being out of work, the pain of divorce, the confusion of growing up - alcohol, drugs, anxiety, depression - problems at home - in school - at work - problems that can't be handled alone...*

° Counseling is provided at The Labouré Center Mental Health Clinic on an individual, family, couple and group basis, with crisis intervention and 24-hour emergency coverage for clients, and home visits arranged when necessary. The Mental Health Clinic works closely with other Labouré Center Departments and community agencies to provide additional supportive services when needed.

The Labouré Center Mental Health  
Clinic  
371 West Fourth Street

The Labouré Center Mental Health  
Extension Clinic  
62 Joyce Hayes Way  
(for families and children of the  
D Street Project - Call 269-7320.)

Fees are set according to the sliding scale established by the Rate Setting Commission. For those with no third party eligibility or for those who have exhausted insurance benefits during treatment fees are charged in accordance with ability to pay.

For more information, please call 268-9670, ext. 29.

**THE LABOURÉ CENTER**  
**A Family Service Agency**



## **The Labouré Center Family Services**

- Programs of education, socialization, prevention and rehabilitation
- Support, personal exploration and development
- Parent Support Group, Friendly Visitor Program, Alcohol Education, Daily Living Skills for Aftercare clients, oil painting and many more classes, workshops, discussion groups and activities for all ages.

**Family Life Satellite  
189 West Broadway**

Following the example set by Saint Catherine Labouré, the Daughters of Charity and lay staff at the Center offer programs of education, counseling, nursing and family life skills to encourage a caring dedication to community life and deep love of family...

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## **The Labouré Center**



### **A Family Service Agency**

EARLY CHILDHOOD SERVICES  
VISITING NURSE SERVICES

#### **•FAMILY SERVICES**

MENTAL HEALTH CLINIC  
ELDERLY SERVICES  
MATERNAL & INFANT CARE

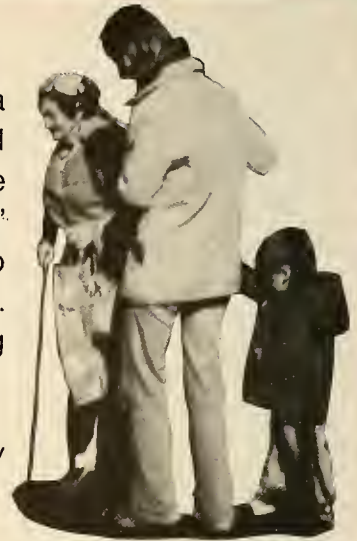
### **THE LABOURÉ CENTER**

371 West Fourth Street  
South Boston, MA 02127  
617-268-9670

## FAMILY SERVICES

° Family Services at The Labouré Center - a community-based educational, counseling and support service program... But it's so much more than a few descriptive words. Because families' needs and interests - their concerns - vary so greatly so does Family Services programming. Our classes and workshops range from Beginning Sewing to Alcohol Education.

° Our goal - our mission - is to help community people to help themselves.



° We provide parenting and homemaking courses, personal development and job planning, individual and group counseling, elderly home visits and After Care classes for residents recently released from institutional care. We have cooking classes and oil painting classes. We have a Golden Age Club providing socialization for our older residents - and we have a Friendly Visitor Program for those who can't leave home. And, that's only a sampling.

° We bring people together - and there's a great deal of resource sharing. Family Services at The Labouré Center is a way of life for many people.

° You'll find our staff members are responsive to your needs because Family Services at The Labouré Center reflect our community. In fact, it's a living part of our community.

° Family Services programs and classes are conveniently located at The Labouré Center and at the D Street Project.

° Call The Labouré Center at 268-9670 and ask for Family Services to find out more about our resources and services.

**THE LABOURÉ CENTER**  
**A Family Service Agency**

## **The Labouré Center Early Childhood Services**

- a balanced, year-round, pre-school program to help develop an integrated, happy, healthy child
- a staff trained to help parents understand the developmental needs of their children and to improve their parenting skills
- a supportive program to meet the special needs of children
- a perceptual motor program

Following the example set by Saint Catherine Labouré, the Daughters of Charity and lay staff at the Center offer programs of education, counseling, nursing and family life skills to encourage a caring dedication to community life and deep love of family...

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## **The Labouré Center**



### **A Family Service Agency**

#### **•EARLY CHILDHOOD SERVICES**

VISITING NURSE SERVICES

FAMILY SERVICES

MENTAL HEALTH CLINIC

ELDERLY SERVICES

MATERNAL & INFANT CARE

### **THE LABOURÉ CENTER**

371 West Fourth Street  
South Boston, MA 02127  
617-268-9670



## EARLY CHILDHOOD SERVICES

° The staff of the Early Childhood Services at The Labouré Center provides a wholesome, stable learning environment for Infant-Toddler and Pre-School children five days a week, year-round, assisting parents by providing care during the day. The program is designed to help children from 3 months to 6 years of age to develop socially, emotionally, physically and mentally. Special efforts are made to support families and to assist in time of crisis.



° When indicated, early stimulation and language programs, parental counseling, diagnostic evaluation, follow-up prescriptive teaching of special needs children and medical supervision are coordinated with other Labouré Center services. A Perceptual Motor program helps develop both motor and language skills.

° The Foster Grandparent Program provides warm and loving interaction between local retired elders and the children in the Early Childhood classes.

### THE PROGRAM

INFANT PROGRAM  
three months to 15 months of age

TODDLER PROGRAM  
16 months to 33 months of age

PRE-SCHOOL PROGRAM  
33 months to six years of age

Licensed to accept Special Needs Children.

National Association for  
Education of Young Children.  
Massachusetts Association of Day  
Care Administrators.

### FEES

The program is licensed by the Office For Children and approved for payment by the Department of Social Service and the Department of Education. For children not covered by these contracts, a sliding fee scale is available.

FOR INFORMATION about enrollment please call 268-9670 and ask for the Early Childhood Services Intake Department.

**THE LABOURÉ CENTER**  
**A Family Service Agency**



When your doctor says you need  
health care at home, contact

## **The Labouré Center Visiting Nurse Service**

- skilled, professional nursing care
- physical therapy, rehabilitation  
and speech therapy
- the services of trained and  
supervised Home Health Aides
- Hospice-type care

The Labouré Center VNS provides  
weekly Health Promotion  
programs at three convenient  
South Boston locations to help the  
elderly maintain optimum good  
health.

Following the example set by Saint  
Catherine Labouré, the Daughters of  
Charity and lay staff at the Center  
offer programs of education,  
counseling, nursing and family life  
skills to encourage a caring  
dedication to community life and  
deep love of family...

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# **The Labouré Center**



## **A Family Service Agency**

EARLY CHILDHOOD SERVICES

### **• VISITING NURSE SERVICES**

FAMILY SERVICES

MENTAL HEALTH CLINIC

ELDERLY SERVICES

MATERNAL & INFANT CARE

### **THE LABOURÉ CENTER**

371 West Fourth Street  
South Boston, MA 02127  
617-268-9670

## VISITING NURSE SERVICES

° The Labouré Center Visiting Nurse Service provides skilled nursing care, speech therapy, occupational therapy, physical therapy and Home Health Aide services for the homebound sick and disabled who are under the care of a physician.

° Our Visiting Nurse Service may have provided home care for your father or your mother or for your visiting nurses, therapists, and Home Health Aides annually make over 10,000 home visits.

° Weekly Health Promotion sessions for the elderly are scheduled at three convenient South Boston locations. Free to the elderly, this year-round preventative health program offers skilled nursing care and information and reassurance to sometimes frightened or apprehensive older people.

° Trained and under the supervision of The Labouré Center Visiting Nurses, Home Health Aides provide assistance with exercise, dressing, bathing and walking as needed. They also assist with light household chores, and meal preparation if necessary.

° The Labouré Center Visiting Nurse Service is also affiliated with Dorchester Bay Area Hospice, Inc. Together, we help provide comprehensive services and care for terminally ill patients choosing to remain at home.

The Labouré Center Visiting Nurse Service, fully accredited by the National League for Nursing and certified by the Commonwealth of Massachusetts, has been available twenty four hours a day, seven days a week since 1948.

Patient fees are usually covered by private insurance (i.e. Blue Cross/Blue Shield) or Government programs (i.e. Medicare or Medicaid). If none of these are available, fees are based upon cost and adjusted according to the patient's ability to pay.

For information about Visiting Nurse Service home visits, Health Promotion Programs, Hospice care, or any other Visiting Nurse Service matters, please call 268-9670.



**THE LABOURÉ CENTER**  
**A Family Service Agency**



## RECEPTION COMMITTEE

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Brian Crush, Vice-President

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William P. Spain  
Michael Taylor  
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# THE LABOURÉ CENTER

## RECEPTION CHAIRMAN

Hon. William M. Bulger,  
Senate President

January 20, 1989

Mr. Robert Haynes  
Secretary-Treasurer  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Bob,

I am writing to you concerning our conversation last week about The Labouré Center. Please allow me to tell you a little about the Center and why the support of the AFL-CIO is so important to us.

The Labouré Center came into existence in 1907, at about the same time that the Labor Unions were in their infancy. Not unlike your movement, we also began as a response to the needs of the working class who, because of the financial demands on the family, found that both parents had to work outside of the home. In response to this need, we began with the revolutionary idea of providing day care services to the children of working immigrant parents.

Over the years, as demands on the family have expanded, so too have the services the Center provides. Those services now include care for the elderly, emergency assistance to families in crisis, maternity and infant care, social and interactive groups for children and adults, counseling for individuals and families, and a visiting nurse program that will often allow families to keep their elderly parents at home in times of extended illness. The Center has also extended the service area to include Boston and vicinity.

Among the Center's clients are often those who are unable to pay for service - the poor, the working class, the unemployed. The care provided by the Center, under the direction of the Daughters of Charity, is provided in the spirit of love, regardless of the ability to pay. Needless to say, the Center could never survive without the support and efforts of those who share our concern for the poor, the working class, the unemployed - a concern I know is very much in keeping with the philosophy of Organized Labor.

THIS AGENCY IS  
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A FAMILY SERVICE AGENCY

371 West Fourth Street South Boston, MA 02127 Phone: (617) 268-9670





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# THE LABOURÉ CENTER

## RECEPTION CHAIRMAN

Hon. William M. Bulger,  
Senate President

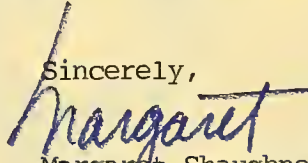
Over the past few years, the Center has been trying to re-establish our ties to Organized Labor. Our Reception Committee, formed to oversee our annual fundraising effort, has enjoyed the support and participation of various union and union affiliated people. Among them are: Charles DeRosa and the International Union of Operating Engineers; John Simmons and Painters District Council #35; Stephen Lynch and Ironworkers Local #7; State Police Association of Massachusetts; Teamsters Local #25; Gilbane Construction; George Macomber Company; as well as much appreciated support from our Reception Chairman, Senate President, William Bulger.

This year especially, we would like to make a special effort to invite the members of Organized Labor to join us in supporting the works of The Labouré Center. During our Reception Committee planning meeting for the April fundraiser, we decided to ask you, along with Arthur Osborn, and Joe Bonavita, to help us in our outreach effort. We have great faith that a letter, sent on our behalf to the local unions, could make a critical difference in whether we succeed or fail in this effort. Your help would most certainly mean a lot to us. The Daughters of Charity would be more than happy to provide the necessary postage and any other supplies or assistance you would need to help fulfill our request.

I am enclosing some materials to help you become more familiar with the works of The Labouré Center as well as a rough draft of what your letter might contain. Sister Maryadele, the Executive Director, has also asked me to extend her invitation to you, Mr. Osborn, and Mr. Bonavita, to visit the Center and see firsthand the kinds of services they provide.

We offer our sincere thanks to all of you for any assistance you can offer.

Sincerely,

  
Margaret Shaughnessy  
Reception Committee Member

THIS AGENCY IS  
SUPPORTED BY



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371 West Fourth Street South Boston, MA 02127 Phone: (617) 268-9670



**HORIZONS  
FOR  
YOUTH**

**19th ANNUAL**

# **SALUTE**

# **TO THE BOSTON BRUINS**

**The Caruso Diplomat, Rte. 1, Saugus, MA  
SUNDAY, FEBRUARY 26th, 1989**

**FOR THE BENEFIT OF  
HORIZONS FOR  
YOUTH  
AS WE CELEBRATE  
OUR 51st YEAR**



**MEET ALL THE  
BOSTON BRUINS  
IN PERSON**

**\$55 per person  
\$500 per table of 10  
Autographs - 5:30 p.m.  
Dinner - 7:00 p.m.**

**For tickets,  
see back**



# 1989 BRUINS DINNER COMMITTEE

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Horizons For Youth

Joel B. Wilder, Chairman/Board  
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**The 19th Annual Boston Bruins Dinner on Sunday, February 26, 1989 at The Caruso Diplomat, Route 1, Saugus, is the Highlight of the Hockey Social Season. *No Hockey Fan Should Miss It.***

Enclosed is my check for \$ \_\_\_\_\_. Send me \_\_\_\_\_ tickets at \$55\* each \_\_\_\_\_ tables of 10 at \$500\*\* each.

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

*Use enclosed return envelope and remit with this form to:*  
HORIZONS FOR YOUTH, 121 Lakeview Street, Sharon, MA 02067  
(617) 828-7550

\*\$35.00 tax deductible

\*\*\$300.00 tax deductible



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# IRATE

Immigration Rights Advocacy Training  
and Education Project  
169 Massachusetts Avenue  
Boston, Massachusetts 02115  
617/266-0795

President of the Board  
Enid Eckstein

Executive Director  
Ann Philbin

Founding Unions  
SEIU 1475  
ILGWU  
ACTWU  
AFSCME 1489  
HERE 26  
Laundry Workers  
Local 66  
NEHCE  
District 1199  
UAW  
District 65

Dear Friend of IRATE,

Enclosed please find a copy of IRATE's newly produced "Workplace Rights for Immigrant Workers" handbook. The handbook was written by Enid Eckstein, Field Representative for SEIU and President of the Board of Directors of IRATE, and Robert Schwartz, a labor attorney in the Boston area and author of Your Rights on the Job. Additional copies are available.

IRATE also offers workshops on workplace rights, legal rights and employment issues related to the 1986 Immigration Reform and Control Act (IRCA). These workshops can be done in ESL classes, for staff of agencies providing services to immigrant and refugee populations, for clients who are from immigrant and refugee communities, etc... The workshop is also available in Spanish.

IRATE is a coalition of Boston area unions which came together in January of 1987 in order to respond to the workplace problems created by IRCA. IRATE's mission is to promote the education, training and organizing of immigrant workers which is necessary in order to improve their wages, working conditions and their position in the larger society.

We thank you for your support of IRATE's efforts in the past and we look forward to working with you in the future.

Sincerely,



Ann Philbin  
Director

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Local unions organized to inform, protect and defend immigrant workers.  
Sindicatos locales organizados para informar, defender y proteger a los trabajadores inmigrantes.  
Sendika lokal yo òganize pou infòmè defann e pwoteje travayè imigran yo.





**Workplace Rights for  
Immigrant Workers**

**Reunyon Pou Dwa Pou  
Travayé Imigran**

**Los Derechos de los  
Trabajadores  
Inmigrantes en el  
Sitio de Trabajo**





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## ***Workplace Rights for Immigrant Workers***

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### **Why this handbook?**

This is a self-help book designed to help you protect yourself.


This book contains valuable information for you, your fellow workers and your family. With more and more immigrant workers in the Massachusetts labor force working, immigrant workers need protection more than ever.

Massachusetts has long attracted many immigrant workers. Our factories, mills and service jobs have long been a source of income for the newly arriving immigrants. Many of these jobs have provided important entry level positions and enabled immigrants to get a foot in the door of the United States.

There are many employers who hire immigrant workers and provide good working conditions and wages for these employees. But there are also a

number of employers who knowingly take advantage of the newcomer and pay them as little as possible. All too often newly-arriving workers have little idea what their legal rights are and what they can do about injustice in the workplace. Because the majority of immigrants do not speak the English language well, their position in the workplace is weakened. Many workers come from countries with little tradition of labor legislation or the right of workers to organize to better their wages and working conditions.

Working people in the United States do have legal rights. The United States and the Commonwealth of Massachusetts provide a number of protections for all workers, whatever their citizenship status. Unions, formed by the workers in particular workplaces, have extended these protections and fought for better



wages, benefits and working conditions for all workers, regardless of their immigration status or race or nationality.

Unions in this country have won such basic rights as:

- the minimum wage
- overtime pay
- social security legislation
- health and safety protections
- workers compensation
- public education
- unemployment insurance

This handbook seeks to explain to you, the immigrant worker, what your rights are as newly arrived workers. It does so by letting you know what you can do about a problem. It also tries to answer these questions with particular emphasis on the problems of undocumented workers and unorganized workers.

### **Who prepared this handbook?**

IRATE, the Immigrant Rights Advocacy Training and Education Project, a coalition of Boston area unions prepared this handbook in an effort to ensure that all workers know their legal rights.

Formed in 1986, IRATE with its 10 member unions, was organized to protect and defend immigrant workers.

Since its formation, IRATE has provided help to individual unions and workers who seek to inform and educate their own members about their legal rights. IRATE has provided

translators for local unions and distributed information on the 1986 Immigration Reform and Control Act (IRCA).

The questions in this handbook were those most commonly asked by workers themselves. The answers are provided by a local labor attorney, Robert Schwartz, the author of *Your Rights on the Job*. Those referring specifically to immigration status and unions are answered by Enid Eckstein, of IRATE and SEIU. Handbook design by Susan Phillips.

The following Boston area local unions are endorsers of IRATE:

- HERE Local 26
- SEIU Locals 254, 285, 1475, and 509
- ILGWU
- AFSCME Local 1489
- NEHCE District 1199
- Laundry Workers Local 66
- ACTWU
- UAW, District 65

We have organized this handbook in the following order:

- Questions about Massachusetts Labor Laws and your legal rights
- Health and Safety
- Specific Impact of the 1986 Immigration Reform and Control Act
- Specific rights of the undocumented worker

This handbook was prepared under a grant from Boston Gateway Cities, a project of Mayor Flynn's Office of Jobs and Community Services.

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## Massachusetts Labor Laws

*Q. What is the minimum wage? Who can I call if I am paid below the rate?*

A. The minimum wage in Massachusetts is \$3.75 per hour. Thus, if you work 40 hours per week, your minimum working pay must be \$150. The minimum wage must be paid for all time, including periods when you are waiting for work. If you are being paid below \$3.75, you can call the Massachusetts Department of Labor and Industries at 727-3476 (in Boston).

*Q. When is my boss supposed to pay my wages? What can I do if he is late?*

A. All employers in Massachusetts must pay wages within six days of the end of the work week. Therefore, if your work week is Monday through Saturday, you must be paid your wages by Friday of next week. This rule applies also at the start of your employment. It is unlawful for an employer to wait two or three weeks to pay an employee the first check. The 6-day rule is enforced by the Massachusetts Department of Labor and Industries. You can call the number above to make a complaint.

## Hours of Work

*Q. How many hours do I have to work to get overtime pay? What is the pay rate?*

A. Almost all hourly paid workers are entitled to overtime pay if they work more than 40 hours in a work week. Thus, if you work 8 hours a day from Monday to Friday, and 4 hours on Saturday, you are entitled to 4 hours of overtime pay.

Overtime pay is computed by multiplying 1.5 times your regular hourly rate. For example, if your regular wage is \$8.00, your overtime rate must be \$12.00 per hour.

Overtime pay is computed each week. For example, if you work 32 hours in one week and 48 hours in the next week, you are entitled to overtime pay for the 8 overtime hours of the second week.

If you do not receive your proper overtime pay, call the United States Department of Labor, Wage and Hour Office (223-9970 in Boston).

*Q. Do employers have to allow rest breaks during the work day? How long a lunch hour are we entitled to?*

A. Unfortunately, no laws require employers to provide rest breaks. Most employers allow at least one 15-minute break, but some make employees work without a break.

Mealtimes are another matter. Massachusetts law requires that any worker who works six or more hours must be allowed a 30-minute break to eat a meal. The employer does not have to pay the employee during the meal. No duties can be imposed on the employees during the meal period.

## Holidays

*Q. Do I have to work on holidays if my boss orders me to?*

A. Perhaps. There are 11 statewide legal holidays in Massachusetts. These include Christmas, New Year's Day, Washington's Birthday, Martin Luther King's birthday, and seven other holidays.

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If you work in a non-manufacturing enterprise, such as a gas station, a law firm, a hospital or a restaurant, you can be ordered to work on holidays.

However, if you work in a *manufacturing enterprise* such as a factory, you cannot be required to work. (There are some exceptions such as food processors, who are allowed to stay open on holidays and require employees to work).

### **Child Labor**

*Q. My daughter wants to get a job after school. Are there any restrictions on the kind of work that she can do?*

A. Yes. Massachusetts and the federal government have child labor laws controlling the kinds of jobs children can do and what hours they can work. For example, if your daughter is less than 16 years old, she can only work in non-dangerous occupations such as in offices, supermarkets or gas stations. She cannot work in a manufacturing job or any job requiring the use of power machinery. Nor may she work more than 18 hours per week during school weeks or more than 8 hours per day on non-school days. You may call the Massachusetts Department of Labor and Industries at 727-3460 to learn more about child labor laws.

### **Health and Safety**

*Q. I am exposed to many dangerous chemicals on my job. How can I find*

*out what they are and whether there is something I can do about them?*


A. Your employer is required by law to label all containers of hazardous substances. Your company is also required to maintain information on each chemical and to give it to you if you request it. This information must contain a description of the chemical, its effect on human beings and what precautions should be taken to avoid getting injured.

You can get information about hazardous chemicals by calling the Massachusetts Coalition for Occupational Safety and Health (MassCOSH). The Boston number is 247-3456.

*Q. I have been hurt on my job. What should I do?*

A. Workers who are hurt on the job are entitled to cash benefits under the Massachusetts Workers' Compensation program. This program requires the employer's insurance company to pay you a weekly check equal to two-thirds of your gross pay while you are out of work. You do not pay taxes on this check. The weekly check can be as high as \$411 per week, depending upon what your wage rate is.

Your employer must report your injury to the insurance company if you lose *five or more days from work*. When your employer submits a report, the insurance company has 14 days to begin paying you your workers' compensation checks. If you do not get your checks within 14 days, you should call an attorney who can



take legal action against the insurance company.

You are entitled to workers' compensation benefits whether or not you have proper working papers.

*Q. When I get a new job will I have to show a work permit?*

A. An employer is required to ask you to show work documents before you are hired. You must show your employer or employment agency documents proving (1) authorization to work and (2) your identity. The employer is required only to see your documents and if they appear genuine to hire you. The employer is not required to keep your documents or make a copy of them. They should be returned to you.

*Q. What documents will authorize me to work?*

A. All workers hired after November 6, 1986, must show proof of their authorization to work. You must show your employer or employment agency originals of (1) one document from Group A, or (2) two documents, one from Group B and the other from Group C.

#### **Group A**

- U.S. passport
- Certificate of U.S. Citizenship or Naturalization
- Unexpired foreign passport with valid work authorization
- I-551 alien registration receipt card with photo

#### **Group B**

- Social Security Card
- U.S. birth certificate
- Other document approved by U.S. Attorney General authorizing you to work

#### **Group C**

- State driver's license
- Other state or local government I.D. with photograph
- Other document approved by Attorney General authorizing you to work

*Q. When do I have to show these documents to get hired?*

A. You must show them to your employer within 3 days.

*Q. Do I have to sign anything to get hired?*

A. Yes. Both you and your employer must sign a verification form called the I-9 confirming your identity and your authorization to work based on your documents. There are criminal penalties for falsifying this statement.

*Q. What kind of discrimination is prohibited by the new law?*


A. Your employer should not treat you differently because of your citizenship status, your nationality, the way you look or the way you speak.

*Q. What kind of conduct is prohibited by the 1986 Immigration Law?*

A. Any new practice that is not specifically required by the new

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immigration law and somehow treats ethnic minorities or non-citizens differently may break the anti-discrimination part of the law. Here are some examples:

- Refusing to hire persons simply because they have an accent
- Firing or refusing to hire someone because he or she looks foreign
- Hiring only citizens
- Preferring one kind of acceptable document over others (see list above)
- Changing recruitment methods that discourage minority applicants
- Requiring employees to speak English at all times
- Requiring English fluency where not demanded by the job

*Q. I think my boss is paying the non-English speaking workers less than the anglo workers in our work place. Is this illegal? If I complain, can I be fired?*

A. It is against the law to discriminate against workers because they do not speak English. If you do the same work as an employee who speaks English and you have the same seniority (time worked at the company), you should receive the same pay. If you don't, you can file a discrimination complaint at the Massachusetts Commission Against Discrimination (MCAD). The MCAD phone number is 727-3990. It is illegal to fire an employee for filing a discrimination complaint or for

complaining about discriminatory practices.

*Q. I am an undocumented worker. I have been working at my current job since September 1986. Do I have any protection? Do the "grandfathering" provisions of the Immigration law cover me?*


A. The 1986 Immigration Reform and Control Act grandfathers employees hired prior to November 6, 1986. If you are on the payroll prior to that date, the employer is under no obligation to ask for papers from you. The employer is not required to have an I-9 file for you. The employer cannot just single you out and ask for papers from only foreign looking employees. In the event the employer wants to verify your status, the employer must ask all employees for such proof of status. If you are in a unionized workplace contact your union steward.

*Q. What can I do if I was fired unfairly from my job? I can't get another job since I don't have working papers. Is there anything I can do?*

A. Immigrants, even those without working papers, are covered by labor laws which make it illegal to fire workers because of the color of their skin, their nationality, their accent, their religion, or their union activities. If you were fired for one of these reasons, you can take legal action against your employer and possibly collect back pay. Under some situations, you may even be able to force your employer to rehire you.

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Consult an attorney to see whether you can take such legal action.

*Q. I came to the U.S. in 1987 and started working immediately. I am working at a little neighborhood sweatshop. The pay is low and there are no benefits. Anytime we complain the boss says, "You're lucky to have a job since you are not legal." Often the boss tries to short our pay. What can we do?*

The first thing to do would be to determine whether there were other mechanisms to legalize your status. Consult with a good immigration attorney. IRATE can help direct you.

Any one hired after November 6, 1986, has few legal protections. For every one hired after that date the employer is obligated to ask for proof of identity and citizenship status. The employer is prohibited from hiring anyone without proper papers. The law denies legal access to the workplace to undocumented workers.

*Q. I and other workers at my workplace are interested in improving our working conditions. In my own country I was a member of a trade union. I would like to be a union member again. As an undocumented worker am I legally able to be in a union? Can I legally sign a union card? Will the employer fire me for my involvement in a union?*

A. The National Labor Relations Law protects the rights of all workers to join a union whatever their immigration


status. It is your legal right to sign a union card whatever your status. In the event the employer asks you to show documentation in the course of an organizing campaign it would be an unfair labor practice and a violation of the law. The National Labor Relations Board is a totally separate arm of the government from the Immigration and Naturalization Service. The National Labor Relations Board has ruled in several cases the right of undocumented workers to be in a union. In the event you become involved in a union organizing campaign you should discuss these issues with the union organizer.

*Q. What can I, an undocumented worker, do if the INS comes to my workplace?*

A. In order for the INS to enter your workplace, the Immigration agent must have a validly acquired search or arrest warrant, or have the employer's permission to enter. Often employers themselves are fearful and do not ask for a warrant. If there is a raid and the INS agents enter by force and arrest you, you should remain silent and demand the right to speak to an attorney. Remember, any information given to INS agents before retaining an attorney may endanger your legal case.

*Q. Do I have the right to remain silent?*

A. If you are stopped or detained, you have the right to remain silent. You are



not required to show any documents. You have the right to remain silent. If the INS agent does not make an arrest, you do not have to give any information. You should insist on your right to an attorney. In the event you are arrested, the INS must give you a list of attorneys. These attorneys will provide free legal services in the event you cannot afford the fees.

*What if the INS wants me to sign a*

*document?*

A. As an undocumented person you should not sign your name without first speaking to an attorney. Even if you sign under the direction of an attorney, you should understand the consequences of your signature. By signing a document you may be giving up certain rights (waiver) or agree to return to your own country (voluntary departure).

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## **Reunyon Pou Dwa Pou Travayé Imigran**

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### **Poukisa ti liv sa a?**

Se yon liv ki fé poul ede ou pwoteje tèt ou po kont ou.

Liv sa a genyen enfòmasyon enpòtan pou ou, travayè parèy ou ak fanmi ou. Avek de plizanpli plis travayè imigran kap travay nan fos travay nan Masachousèts la, travayè imigran kap travay nan fòs travay nan Masachusèt la, travayè Imigran yo bezwen proteksyon plis kounye ya pase tout tan.

Depi lontan Masachousèts ap atire anpil travayè imigran. Factori nou yo, endistri ak lòt kalite djòb te vin depi kèk tan yon sous lajan pou imigran ki fèk rive yo. Plizyè nan jòb sa yo te pèmèt imigran yo kòmanse travay nan pozisyon enpòtan e yo pèmèt imigran yo gen yon baz pou yo antre nan sistèm Zetazini ya.

Gen anplwayè ki anplwaye travayè imigran e yo fasilite bon kondisyon travay ak salè pou travayè sa yo. Men, gen tou yon valè anplwayé ki pran avantaj sou moun ki fèk vini yo e peye

yo pi piti kòb ke you kapab. Trè souvan travayè ki fèk vini yo pa gen tròp lide de kisa dwa legal yo ye e kisa yo ka fè pa rapò a enjistis ke yap sibi nan travay yo. Paske majorite imigran yo pa pale lang anglè ya byen, pozisyon yo nan travay yo febli. Anpil travayè sot lan peyi ki pa gen anpil tradisyon lwa legal pou travay ou byen dwa pou travayè yo òganize pou yon pi bon salè ak pi bon kondisyon travay.

Moun ki travay nan Zetazini genyen dwa legal. Zetazini ak Masachusèt Kòmònwèlf la bay yon seri de pwoteksyon pou tout travayè ke yo se sitizen ou pa. Inyon yo, ke travayè yo fome nan yon seri de kote byen patikiye te elaji pwoteksyon sa yo e yo tap batay pou salè ki pi bon, meye benefis ak kondisyon travay pou tout travayè, san konsiderasyon de stati imigrasyon (grin kat) ou byen ras yo ou byen nasyonalite.

Inyon nan peyi isit te vin genyen de dwa de baz tan kou:

- salè minimòm



- peman pou ovètaiym
- lwa sekirite sosyal
- pwoteksyon pou sante ak sekirite
- konpansasyon pou travayè
- edikasyon piblik
- asirans pou chomaj

Ti liv sa a chache esplike ou, travayè imigran an, kisa dwa ou ye kòm travayè ki fèk vini. Li fè sa nan fasilite ou konnen kisa ou ka fè pou yon seri de pwoblèm. Li tou eseye reponn de kesyon ki gen enpak pi patikilye sou pwoblèm travayè san papyè ak travayè ki pa òganize.

### **Ki moun ki prepare ti liv sa a?**

IRATE, ki se pwojè pou trenign dwa avoka pou imigran ak edikasyon yo, yon koalisyon de Inyon nan areya boston a ki te prepare ti liv sa a nan yon efò pou asire ke tout travayè konn dwa legal yo.

Fòme an 1986, IRATE ansanm ak lòt 10 manb Inyon yo, te òganize pou yo pwoteje e defann travayè imigran yo.

Depl li te fòme, IRATE te founi èd a yon seri de inyon e travayè kap chache enfòmasyon ak edike manb yo a pwopo de dwa legal yo. IRATE te jwenn tradiktè pou inyon lokal yo e li te distribye enfòmasyon sou Refòm Imigrasyon ak Kontròl Ak 1986 la (IRCA).

Kesyon ki lan ti liv sa a se yo menm ke travayè yo te poze pi souvan. Repons yo te founi pa avoka pou travay, Robert Schwartz, ki te ekri liv dwa ou genyen nan travay ou, kesyon ki gen plis rapò ak stat imigran, Enld Ekstein ki travay nan IRATE, reponn yo.

Lokal Inyon sa yo nan areya Boston a sipòte IRATE.

- HERE lokal 26
- SEIU 285

- SEIU 254
- SEIU 509
- ILGMV
- AFSCME 1989
- NEHCE 1199
- lokal 66

Nou òganize rès liv la nan lòd sa a:

- Kesyon sou lwa legal nan Masachousèts ak dwa legal ou
- Sante ak sekirite
- Enpak spesifik Refòm ak Kontròl Ak 1986 la
- Dwa spesifik travayè san papyè

Ti liv sa a te prepare gras a yon grent ke Boston Gateway Cities te bay, yon pwojè ki soti non Ofis Kominote, Travay ak Sèvis Mè Flynn nan.

### **Lwa travay nan Masachousèts**

*K. Kisa salè minimum nan ye? Ki moun mwen ka rele si yo peye m mwens ke sa?*

R. Salè minimum nan Masachousèts se \$3.75 a lè. Sa ki fè ke, si ou travay 40 è de tan pou yon semèn, pipiti lajan pou yo peye ou sipoze \$150. fò yo peye ou salè minimòm sa a pou tan an, menm lè ou ap rete tann travay. Si yap peye ou mwens ke \$3.75, ou ka rele Depatman Travay ak Endistri Masachousèts la (Massachusetts Department of Labor and Industry) nan nimero 727-3476 (nan Boston).

*K. Kilè bès mwen sipoze peye m salè mwen? Kisa mwen ka fè si li an reta?*

R. Tout anplwayè nan masachousèts sipoze peye salè yo pandan sis



(6) jou aprè finisman semèn travay. Ki fè, si semèn travay ou se Lendi a samdi, salè ou sipoze peye vè vandredi semèn apre ya. Règ sa a aplike tou lè ou fèk kòmanse travay. Li pa legal pou yon anplwayè rete tann de ou twa semèn pou yo peye yon anploye premye chèk li. Depatman Travay ak Endistri Masachousèts la ranfòse règ sa a. Ou ka rele nimero ki pi ro a pou fè konplent.

### Lè travay

*K. Konbyen è de tan mwen sipoze travay pou yo peye m pou ovètaym? Konbyen kob pou yo payem?*

R. Prèske tout pravayè ke yo peye a lè sipoze resevwa peman pou ovètaym si you travay *plis ke 40 è de tan* nan yon semèn. Ki fè, di ou travay 8 è de tan pa jou de lendi a vandredi, e 4 è de tan nan samdi, yo sipoze peye ou 4 è de tan sa yo ovètaym.

Pou yo kontrole ovètaym peman ou, yo miltipliye 1.5 fwa lajan regilye ke yo peye ou pa lè. Pa ekzanp, si ou travay 32 è de tan yon semèn e 48 è de tan semèn aprè ya, yo sipoze peye ou ovètaym pou 8 è tan en plis ou te travay dezyèm semèn nan.

Si yo pa peye ou ovètaym ou nòmalman, telefone Depatman Travay Zetazini (United States Department of Labor), Ofis salè ak lè nan 223-9970 nan Boston.

*K. Es ke anplwayè sipoze bay tan pou brek pandan yon jounen travay?*

*Konbyen tan lench mwen sipoze genyen?*

R. Malerezman, pa gen lwa ki mande pou anplwayè yo bay brek. Anpil anplwayè bay yon 15-minit brek, genyen ki fè anplwaye yo travay san brek.

Tan pou manje se yon lot bagay. Lwa nan Masachousèt mande ke yon anplwaye ki travay 6 è de tan ou plis sipoze ka gen yon brek pou 30 minit pou yo ka al manje. Anplwayè a pa oblije peye anplwaye ya pandan tan sa a. Yo pa ka bay anplwaye yo travay pou yo fè pandan tan sa a.

### Fèt dobligasyon

*K. Eske mwen sipoze travay pou jou fèt dobligasyon yo si anplwayè mwen òdonem?*

R. Pètèt. Genyen 11 fèt dobligasyon legal nan tout leta Masachousèt la. Fèt obligasyon sa yo se Nwèl, Premye Janvyè, fèt Washington, fèt Martin Luther King, ak sèt lòt Fèt Dobligasyon.

Si ou travay nan antrepriz ki pay yon manifakti, Tankou yon stasyon gazolln, yon ofis avoka, yon lopital ou byen yon restoran, yo ka òdone ou pou travay pou Fèt Dobligasyon.

Sepandan, si ou travay nan yon antrepriz ki se yon manifakti, tankou yon faktori, yo pa ka fòse ou pou travay. (Gen kèk eksepsyon tankou kote ki fè manje) ke yo bay dwa pou rete ouvè jou Fèt Dobligasyon e mande anploye yo pou yo travay.

## Akouchman

*K. Pitit fi mwen vle travay aprè lekòl. Eske gen restriksyon nan kalite travay li ka fè?*

R. Wi. Masachousèt ak gouvènman federal la gen lwa travay pou timoun ki kontrole ki kalite travay ti moun ka fè ak kilè you ka travay. Pa ekzanp, si pitit fi ou a gen mwens ke 16 an, li ka travay sèlman nan kote ki pa gen danje tankou yon ofis, sipèmake> ou byen stasyon gazolin. Li pa ka travay sou yon fòs machin. Ni tou li pa ka travay plis ke 18 è de tan pa jou lè pa gen lekòl. Ou ka telefone Depatman Travay ak Endistri Masachousèt la nan 727-3460 sou lwa travay pou timoun.

## Sante ak Sekirite

*K. Mwen espoze a plizyè pwodwi chimik ki danje nan travay. Kòman pou m fè konnen kisa mwen ka fè pou sa?*

R. Pa la lwa, anplwayè ou sipoze make tout pwodwi ki yon danje. Konpayi ou sipoze tou kenbe enfòmasyon sou chak pwodwi chimik e ba ou li si ou mande 1. Enfòmasyon sa you sipoze gen deskripsyon pwodwi chimik la, efè li ka genyen sou yon moun e ki prekosyon pou yon moun pran pou anpeche aksidan rive.

Ou ka jwenn enfòmasyon sou pwodwi chimik ki danje si ou telefone Massachusetts Coalition for Occupational Safety and Health (MassCOSH). Nimero you nan Boston se 247-3456.

*K. Mwen fè yon aksidan nan travay mwen. Kisa pou mwen fè?*

R. Travayè ki fè aksidan nan travay yo gen dwa a benefis lajan sou pwogram konpansasyon pou travayè nan Masachousèt la. Pwogram sa a oblije konpayi asirans anplwayè ya pou peye ou yon chèk ki egal 2/3 salè nòmal ou pa semèn pandan tan ou pa travay la. Ou pa peye taks sou chèk sa a. Chèk pa semèn nan ka vinn jiska \$411 pa semèn, depandan de kisa salè nòmal ou ye.

Anplwayè ou sipoze fè rapò aksidan ou a a asirans konpayi ya si ou pèdi sink oubyen plis jou travay. Lè anplwayè ou e a remèt yon rapò, Asirans konpayi ya gen 14 jou pou 1 kòmanse peye chèk konpansasyon pou travayè ou. Si ou pa jwenn chèk ou yo nan 14 jou ou ka rele yon avoka ki ka pran aksyon legal kont konpayi asirans la.

Ou gen dwa a benefis konpansasyon pou travayè menm si ou pa gen papyè travay.

*K. Lè mwen jwenn yon travay eske map oblije montre yon pèmi travay?*

R. Yon anplwayè sipoze mande ou pou montre dokiman travay ou avan yo anplwaye ou. Fò ou montre anplwayè ou ou byen ajans ki anplwaye ou a dokiman ki pwouve (1) otorizasyon travay e (2) idantite ou. Anplwayè a sipoze wè dokiman you sèlman e si yo pa sanble you fòje li ka anplwaye ou. Anplwayè ya pa sipoze kenbe dokiman ou yo ou byen fè kopi yo. Fò yo remèt ou yo.

*K. Ki dokiman ki ka pèmè mwen travay?*

R. Tout travayè ke yo anploye aprè 6 Novanm 1986 sipoze montre prèv otorizasyon travay yo. Fò ou montre anployè ou oubyen ajans kap anploye ou orijinal (1) yon dokiman ki sot nan group A, oubyen (2) de dokiman, yonn ki sot nan group B ak yonn ki sot nan group C.

#### **Group A**

- Yon paspò Zetazini
- Sètifika sitizen Ameriken ou byen sètifika natiralizasyon
- Paspò etranje ki pa esplore ak otorizasyon travay ki valid.
- I-551 resi rejistrasyon alyen kat ak foto sou li

#### **Group B**

- Kat sosyal Sekirite
- Setifika batèm Zetazini
- Lòt dokiman ke Atòne Jeneral Ameriken ya aprouve ki otorize ou pou travay

#### **Group C**

- Lisans leta bay
- Lò kat idantifikasyon ke gouvènman lokal la bay oubyen lòt Eta bay.
- Lòt dokiman ke Atòne Jeneral la aprouve ki ou pou travay

*K. Kilè mwen sipoze montre dokiman say yo pou yo ka anploye m?*

R. Ou sipoze montre yo nan twa jou.

*K. Eske mwen sipoze siyen anyen avan yo anplawaye m?*

R. Wi. Fò ni ou ni anployè ou a siyen yon Fòm pou verifikasyon ki rele I-9 kap konfimen identite ou e oterizasyon travay ou ki baze sou dokiman ou yo. Yo ka penalize ou si ou fòje papyè sa a.

*K. Ki kalite diskriminasyon ke nouvo lwa a entèdi?*

R. Anployè ou pa sipoze aji avèk ou diferaman a kòz de stati sitizen ou, nasyonalite ou, kisa ou sanble, ak kijan ou pale.

*K. Ki kalite kondwit ke lwa imigrasyon 1986 la entèdi?*

R. Nenpòt pratik nouvo ke nouvo lwa imigrasyon an pa mande espesifikman e ki nan nenpòt fason trete moun ki nan minorite sosyal ou byen moun ki pa sitizen diferaman ka kont patilwa ki kont diskriminasyon. Men kèk ekzanp.

- Refize amplwaye moun sinpleman paske yo gen yon aksan.
- Revoke ou byen refize anploye yon moun paske li sanble yon etranje.
- Anploye sitizenn sèlman
- Preferans yon kalite dokiman aksektab sou lòt yo (wè lis avan an)
- Chanje metòd rekritman ki dekouraje aplikan minorite yo.
- Mande pou anploye yo pale anglè tout tan
- Mande yon konesans avanse de lang anglè ya lè li pa obligatwa pou djòb la.

*K. Mwen sispèk ke bès mwen ap peye travayè ki pa pale anglè yo mwens ke*



*travayè ki pale anglè yo. Eske sa legal? Si mwen fè konplent, eske yo ka revoke m?*

R. Li kont la lwa pou yo fè diskriminasyon kont travayè paske yo pa pale anglè. Si ou fè menm travay ak yon anplwaye ki pale anglè e ou gen menm tan ap travay pou konpayi ya, ou sipoze resevwa menm salè avèl. Si sa pa fè konsa, ou ka ranpli yon konplent kont diskriminasyon nan Komisyon Masachousèt Kont diskriminasyon (Mass. Commission Against Discrimination (MCAD)). Nimero telefòn MCAD ya se 727-3990. Li pa legal pou yo revoke yon anplwaye paske li ranpli yon konplent kont diskriminasyon ou byen paske li konplenn kont pratik diskriminasyon.

*K. Mwen se yon travayè ki san dokiman. Map travay nan djòb mwen ye ya depi Sektanm 1986. Eske mwen gen ankenn pwoteksyon? Eske pati "grandfaderign" lwa imigrasyon a kouvri m?*

R. Refòm Imigrasyon ak Ak Kontròl 1986 la granfader (pwotèje) anplwaye ke yo te anplwaye avan 6 Novanm 1986. Si yo te kòmanse peye ou avan dat sa a, anplwayè ya pa gen okenn obligasyon pou li mande ou papyè. Anplwayè ya pa ka pran ou sèlman e tou mande anplwaye ki sanble etranje yo papyè sèlman. Anplwayè pa oblije ranpli fòm I-9 la pou ou. Nan ka ke anplwayè ou vle verifye stati ou, li sipoze mande tout lòt anplwaye yo pou menm prèv dokiman yo. Si ou nan

yon travay ki gen yon inyon, kontakte repranzantan inyon ou a.

*K. Kisa mwen ka fè si you revoke m enjisteman nan travay mwen? Mwen pa ka jwenn yon lòt djòb paske mwen pa genyen papyè poum travay. Eske gen anyen mwen ka fè?*

R. Imigran, menm sa ki san papyè, kouvri anba lwa di travay ki di ke li pa legal pou yo revoke travayè a kòz de koulè yo, nasyonalite yo, aksan yo, relijyon yo, ou byen aktivite yo nan inyon. Si ou te revoke pou yonn nan rezon sa yo, ou ka pran aksyon legal kont anplwayè ou a e gen posiblite pou kolekte lajan pou sa. Nan kèk sitiyasyon, ou ka menm fòse anplwayè ou pou anplwaye ou ankò. Konsilte yon avoka pou wè si ou ka pran aksyon legal sa yo.

*K. Mwen antre nan Zetazini an 1987 e mwen te kòmanse travay menm lè ya. Map travay nan yon magazen nan vwazinaj la ki vann mayo. Yo peye yon ti kraze lajan e pa gen benefis. Lè nou konplenn, bès la di "ou pa menm gen papyè." Trè souvan bès la eseye koupe nan jounen travay nou. Kisa nou ka fè?*

R. Prèmye bagay pou ta fè se chèche konn si gen ankenn lòt jan ou ka legalize stati imigran ou. Konsilte yon bon avoka inigrasyon. IRATE ka ede ou jwenn yonn.

Nenpòt moun ki anplwaye aprè 6 Novanm 1986 pa gen anpil pwoteksyon la lwa. Paske tout moun ke yo anplwaye aprè dat sa a, anplwayè ya oblije mande l prèv idantite l ansanm



ak prèv stati li kòm sitizen. La lwa defann anplwayè yo pou yo anplwaye mounn ki san papyè. La lwa pa ofri aksè legal nan travay pou travayè ki san papyè.

*K. Mwen menm ansanm ak lòt travayè nan travay mwen an enterese enprouve konkasyon travay nou. Nan peyi mwen, mwen te yon manb inyon. Mwen ta renmen vinn manb inyon aknò. Eske mwen kap patisipe nan inyon legalman menm si mwen san papyè. Eske mwen ka siyen kat inyon dapre lalwa. Eske anplwayè mwen ap revoke m paske mwen patisipe nan inyon?*

R. Lwa Relasyon Nasyonal Travay la pwoteje dwa tout travayè pou yo patisipe nan inyon kèl kilanswa stati yo kòm imigran. Se dwa legal ou pou ou siyen yon kat inyon keske swa stati ou. Nan ka ke anplwayè ou mande ou pou montre dokiman pandan yon kanpay dòganlasyon, sa ta enjis e li ta yon vyolasyon la lwa. Gouvènman Relasyon Nasyonal Travay la separe totalman de gouvènman sèvis Imigrasyon ak Natirallasyon a. Gouvènman Relasyon Nasyonal travay la genyeb pwosè pou travayè san papyè ki antre nan inyon plizyè fwa. Nan ka ke ou ta ap patisipe nan yon inyon kap fè kanpay dòganlasyon, fok ou ta diskite kozè sa yo ak òganizatè inyon a.

*K. Kisa mwen menm, kòm yon travayè san papyè ka fè, si INS debake nan travay bwen?*

R. Pou INS antre nan travay ou, ajans imigrasyon a sipoze gen yon manda darè ou byen yon manda de rechèch ki valid, ou byen pèmasyon anplwayè ya pou l antre. Trè souvan anplwayè yo yomenm pè e yo pa mande pou yo wè manda a. Si gen yon debakman e ajan INS yo antre pa fòs e arete Imigran, ou sipoze rete bouch pe e mande pou pale ak yon avoka. Sonje, nenpòt enfòmasyon ou bay INS avan ou gen yon avoka ka anpire pwoblem legal ou.

*K. Eske mwen gen dwa poum rete bouch pe?*

R. Si yo arete ou, ou gen dwa pou rete bouch pe. Ou pa oblije montre ankenn dokiman. Ou gen dwa rete an silans. Si ajan INS yo pa fè yon arestasyon ou pa oblije bay ankenn enfòmasyon. Fòk ou ensiste pou yo ba yo dwa a yon avoka. Si yo arete ou, INS sipoze ba ou yon lis avoka. Avoka sa yo ap ede ou gratis si ou pa gen lajan pou ou peye.

*K. E si INS vle poum siyen yon dokiman?*

R. Kòm yon moun ki san papyè ou pa dwe siyen non ou san ou pa pale dabò ak yon avoka. Menm si ou siyen devan yon avoka, ou sipoze konprann ki sa bagay la vle di, ki konsekans lap gen sou ou. Lè ou siyen yon dokiman ou ka ap renonse a sèten dwa (wevè) ou byen aksepte pou ou retounen nan peyi ou (depa volontè).

**Haitian/Creole translation by  
Marjorie Delsoln**

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# Los Derechos de los Trabajadores Inmigrantes en el Sitio de Trabajo

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## ¿Por qué este guía?

Este guía está diseñado para ayudarle protegerse, pues contiene Información muy valiosa para usted, sus compañeros de trabajo, y su familia. Ya con el número de trabajadores inmigrantes aumentando diariamente en Massachusetts, ellos necesitan más protección que nunca.

Hace muchos años que Massachusetts va atrayendo los trabajadores inmigrantes, ya que nuestras fábricas (factorías), tejedurías, y trabajos de servicio han representado fuentes de ingreso para el inmigrante recién llegado. Muchos de estos trabajos han facilitado posiciones al primer nivel de ingreso, así permitiendo que el inmigrante tome el primer paso por la puerta de los Estados Unidos.

Hay muchos patrones que emplean a los inmigrantes, proporcionándoles buenas condiciones de trabajo, con buenos salarios. Pero también hay varios patrones que a sabiendas abusan de los inmigrantes pagándoles el mínimo posible. Con demasiada frecuencia los trabajadores recién llegados no tienen la menor idea de cuales son sus

derechos legales, ni tampoco de las medidas que pueden tomar contra las injusticias en el trabajo.

Por no hablar bien el inglés, la mayoría de los inmigrantes se encuentran en una situación desventajosa en el trabajo. Muchos trabajadores provienen de países con pocas tradiciones en cuanto pasar leyes laborales, o de otorgar a los trabajadores el derecho de organizarse para mejorar sus sueldos y condiciones de trabajo.

Los que trabajan en los Estados Unidos sí tienen derechos legales. El gobierno federal de los Estados Unidos y el gobierno de Massachusetts proporcionan varias protecciones para todos los trabajadores, no importa su estado de ciudadanía. Las uniones (sindicatos laborales), fundadas por los trabajadores en dados sitios de trabajo, han amplificado dichas protecciones, y han luchado para ganarse mejores sueldos, beneficios, y condiciones de trabajo para todos los trabajadores sin tenerse en cuenta su estado de inmigración, su raza, o su nacionalidad.

Las uniones en este país han

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ganado tales derechos básicos como:

- El sueldo mínimo
- Legislación de seguro social
- Protecciones de salud y seguridad
- Seguros de compensación para el trabajador
- Educación pública
- Seguros de desempleo

Este guía pretende explicarle a usted, el trabajador inmigrante, cuales son sus derechos como trabajador recién llegado, de manera que le indicamos que puede hacer en cuanto resolver a un problema. También intentamos contestar las preguntas haciendo hincapié en los problemas que enfrentan los trabajadores indocumentados y los no organizados.

### ¿Quiénes prepararon este guía?

IRATE (Immigrant Rights, Advocacy, Training and Education Project—el Proyecto para los Derechos, Defensa, Educación y Entrenamiento del Inmigrante), una coalición de uniones del área de Boston, preparó este guía para así lograr que todos los trabajadores conozcan sus derechos legales. Establecido en 1986, IRATE, compuesto de 10 uniones, fue organizado para proteger y defender a los trabajadores inmigrantes.

Desde su fundación, IRATE ha proporcionado ayuda a las uniones para que ellos puedan informar y educar a sus miembros en cuanto sus

derechos legales. IRATE ha proporcionado traductores a las uniones, como también ha distribuido información sobre la ley de Inmigración de 1986 (Immigration Reform and Control Act of 1986—Acto de Reforma y Control de Migración de 1986).

Las preguntas que aparecen en este guía fueron las más comunes entre los mismos trabajadores. Son contestadas por un abogado local especializado en asuntos laborales, el licenciado Robert Schwartz, autor del libro *Your Rights on the Job (Sus Derechos en el Trabajo)*. En cuanto las preguntas referentes específicamente al estado de Inmigración y a asuntos de las uniones, las contesta Enid Eckstein de IRATE.

Las uniones de Boston que avalan IRATE son las siguientes:

- HERE Local 26
- SEIU Locals 254, 285, 1475, and 509
- ILGWU
- AFSCME Local 1489
- NEHCE District 1199
- Laundry Workers Local 66
- ACTWU
- UAW, District 65

Hemos organizado este guía así:

- Preguntas sobre las leyes laborales de Massachusetts y sus derechos legales
  - Salud y seguridad
  - El Impacto específico del Acto de Reforma y Control de Migración de 1986.
  - Derechos específicos del trabajador indocumentado.



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### **Leyes Laborales de Massachusetts Su Sueldo**

*P. ¿Cuál es el sueldo mínimo? ¿A quién puedo telefonar si me pagan menos de esta razón?*

R. El sueldo mínimo en Massachusetts es \$3.75 la hora. Así que al trabajar 40 horas la semana, su pago mínimo tendrá que ser \$150.00. Hay que pagar el sueldo mínimo para todas horas en el trabajo, incluyendo los períodos cuando está usted esperando la tarea que hacer. Si le pagan menos de \$3.75 la hora, puede llamar al Departamento de Trabajo e Industrias a 727-3476 (en Boston).

*P. ¿Cuándo tiene que pagarme mi sueldo el patrón?*

R. Todos patrones en Massachusetts tienen que pagar los sueldos dentro de seis días al terminarse la semana laboral. Así que si su semana laboral corra de lunes a sábado, se tienen que pagarle sus horas al más tardar el viernes de la semana entrante. Esta regla se aplica también al empezarse un nuevo trabajo. Es contra la ley que un patrón espera dos o tres semanas para entregarle a un empleado su primer cheque de pago. La regla de seis días se hace cumplir el De-

partamento de Trabajo de Industrias de Massachusetts. Puede Ud. llamar al número telefónico 727-3476 (Boston) para registrar cualquier queja.

### **Horas de Trabajo**

*P. ¿Cuántas horas tendré que trabajar para poder cobrar pago de tiempo extra?*

R. Casi todos los trabajadores que cobran por cada hora trabajada tienen el derecho a pago de tiempo extra siempre y cuando trabajan más de 40 horas la semana. Así que si Ud. trabaja 8 horas por día, de lunes a viernes, y unas 4 horas el sábado, tiene el derecho de cobrar 4 horas extras de pago.

La razón de pago por tiempo extra se calcula al multiplicar por 1.5 su pago por hora regular. Por ejemplo, si su pago por hora regular fuera \$8.00, el pago por tiempo extra será a razón de \$12.00.

El pago por tiempo extra se calcula cada semana. Por ejemplo, si usted trabaja 32 horas durante una semana, tendrá el derecho de cobrar 8 horas de tiempo extra para la segunda semana.

Si Ud. no recibe el pago correcto de tiempo extra, llame a la oficina del Departamento de Trabajo, Pago, y Hora de los EEUU. (United States Department of Labor, Wage and Hour Office) a 223-9970 en Boston.

*P. ¿Están obligados los patrones a darnos tiempo de descanso durante el día laboral? ¿Cuanto tiempo nos*



*autoriza la ley para el almuerzo?*

R. Desafortunadamente, no hay ninguna ley que requiere que los patrones den tiempo de descanso a sus empleados. La mayoría de los patrones permiten por lo menos un período de descanso de 15 minutos, pero algunos obligan a sus empleados trabajar sin descanso.

En cambio, es otro asunto la cuestión de tiempo para comer. La ley de Massachusetts requiere que cualquier trabajador que trabaja seis horas o más tiene que gozar de un descanso de 30 minutos para comer. El patrón no tiene que pagarle al trabajador durante este tiempo. No se puede imponer al empleado ninguna tarea durante el período de comer.

### **Feriados**

*P. ¿Tengo que trabajar los feriados si me lo ordena mi patrón?*

R. Tal vez. Hay en Massachusetts 11 días feriados oficiales a través del estado. Estos feriados incluyen la Navidad, el Año Nuevo, los cumpleaños de Washington y de Martin Luther King, más siete otros días feriados.

Si Ud. trabaja por una empresa no manufacturera, tales como una gasolinera, una firma de abogados, un hospital, o un restaurante, le pueden ordenar a trabajar los días feriados.

Al contrario, si Ud. trabaja por una empresa manufacturera, como una fábrica, no se le pueden ordenar a

trabajar. (Hay algunas excepciones tales como los procesadores de comestibles, a los cuales si les permiten de quedarse abiertos los días feriados, y de obligarles a sus empleados trabajar.)

### **Trabajo de Niños**

*P. Mi hija quiere trabajar después de las horas escolares. ¿Habrá algunas restricciones en cuanto el tipo de trabajo que ella podrá llevar?*

R. Si. El estado de Massachusetts y el gobierno federal tienen leyes regiendo los tipos de trabajo que pueden hacer los niños, y también las horas que pueden trabajar. Por ejemplo, si su hija tenga menos de 16 años, ella puede trabajar sólo en ocupaciones no peligrosas, tales como los de oficina, supermercados, o gasolineras. Ella no puede trabajar en una fábrica o cualquier trabajo que requiere el uso de maquinaria pesada. Tampoco puede trabajar más de 18 horas por semana durante las semanas escolares, ni más de 8 horas por día los días no escolares. Usted puede llamar al Departamento de Trabajo e Industrias de Massachusetts, a 727-3460, para averiguar más sobre las leyes de trabajo de niños.

### **Salud y Seguridad**

*P. Me veo expuesto a muchos productos químicos peligrosos en mi trabajo. ¿Cómo puedo averiguar que son, y si hay algo que puedo hacer en*

*cuanto ellos?*

R. Su patrón tiene por ley la obligación de poner *etiquetas* a todos los envases conteniendo sustancias peligrosas. Se requiere también a su empresa que mantengan información sobre cada producto químico, y además que se le proporcionarán a Ud. al pedirla. La información tiene que abarcar una descripción del producto químico, sus efectos a los seres humanos, y cuales precauciones se deben tomar para evitar daños.

Se puede recibir información sobre los productos químicos peligrosos al telefonar a la MassCOSH (Massachusetts Coalition for Occupational Safety Health—Coalición de Massachusetts para Salud y Seguridad Ocupacional). En Boston el número es 247-3456.

*P. He sufrido una herida en mi trabajo. ¿Qué debo hacer?*

R. Los trabajadores que sufren heridas en el trabajo tienen el derecho a cobrar dinero en efectivo bajo el Massachusetts Worker's Compensation Program (El Programa de Massachusetts de Compensación Laboral). Este programa requiere a la compañía de seguros del patrón, pagarle a Ud. un pago semanal igual a 2/3 de su sueldo groso regular mientras está Ud. fuera del trabajo. No hay que pagar impuestos sobre este pago. El pago semanal puede alcanzar hasta \$411 por semana, depende a que sea su razón de pago normal.

El patrón está obligado de reportar su herida a la compañía de seguros siempre y cuando Ud. pierda *cinco o más días de trabajo*. Al entregarse el informe, la compañía de seguros tiene 14 días para empezar el pago a usted de compensación laboral. Si no recibe sus cheques dentro de los 14 días, debe Ud. llamar a un abogado para tomar medidas legales contra dicha compañía de seguros.

Tiene Ud. el derecho legal de cobrarse la compensación laboral aunque no tenga los documentos requeridos para trabajar.

*P. Cuando consiga trabajo nuevo, ¿tendré que presentar un permiso para trabajar?*

R. Al patrón se le exige que Ud. presente sus documentos de trabajo antes de que lo emplee. Después del primero de septiembre Ud. tendrá que presentar a su patrón o a la agencia de empleo, documentos que prueben (1) su autorización para trabajar, y (2) su identidad. Al patrón solo se le requiere que examine estos documentos y si estos parecen legítimos, que lo emplee. Al patrón no se le pide que se quede con sus papeles ni tampoco que tome fotocopias de ellos. Siempre deberá devolverse los a Ud.

*P. ¿Qué documentos me autorizarán a trabajar?*

R. Todos los trabajadores que se empleen después del 6 de noviembre de 1986 tendrán que presentar pruebas de su autorización para

patrón o a la agencia de empleo las copias originales de los siguientes: (1) Un documento del grupo A, o (2) dos documentos, uno del grupo B y el otro del grupo C.

#### Grupo A

- Pasaporte de los Estados Unidos
- Certificado de ciudadanía o de naturalización estadounidense
- pasaporte extranjero que no haya expirado, con una autorización válida para poder trabajar
- Registración de extranjero I-551,
- con fotografía

#### Grupo B

- Tarjeta de seguro social
- Certificado de nacimiento de los Estados Unidos
- Otro documento aprobado por el Consejero Legal de los Estados Unidos (Attorney General)
- autorizándolo a trabajar

#### Grupo C

- Licencia de conducir del Estado
- Otra identificación local o del Estado con fotografía
- Otro documento aprobado por el Attorney General de los Estados Unidos autorizándolo a trabajar

*P. Para que me emplee, ¿cuando deberé mostrar estos documentos?*

R. Tendrá tres días para presentar sus documentos.

*P. ¿Tendré que firmar algo al ser empleado?*

R. Si, tanto Ud. como su patrón tienen

trabajar. Ud. tendrá que mostrar a su patrón que firmó un formulario de verificación llamado el I-9 que confirme su identidad y que basado en sus documentos, Ud. esté autorizado a trabajar. Se considera una falta criminal el tratar de falsificar esta declaración.

*P. ¿Qué clase de discriminación es prohibida por "La Ley de Inmigración de 1986"?*

R. Su patrón no deberá tratarlo diferente por no tener la ciudadanía, por su nacionalidad, apariencia física o por la forma en que Ud. hable.

*P. ¿Qué clase de conducta está prohibida por La Ley de Inmigración de 1986?*

R. Cualquiera práctica nueva que no sea específicamente requerida por la nueva ley de Inmigración y que de alguna manera trate a alguna persona de un grupo étnico minoritario de forma diferente, puede ser que esté quebrando la sección antidiscriminatoria que la ley especifica. Hay aquí algunos ejemplos:

- El despedir o negar empleo a alguien porque él o ella parezca extranjero.
- El negar empleo a personas simplemente porque éstas tengan un acento diferente al hablar.
- El emplear a ciudadanos solamente.
- El preferir un tipo de documentos en vez de otros cuando ambos son aceptables. (Vea la lista arriba)
- El cambiar los métodos de



reclutamiento, para desalentar solicitantes minoritarios.

- El requerir un inglés fluido cuando no es necesario para el trabajo.

*P. Yo creo que mi jefe está pagando a los trabajadores que no hablan inglés menos de lo que les paga a los anglos en el trabajo. ¿Eso es legal? Si yo me quejo, ¿me pueden despedir?*

R. Es contra la ley discriminar a los trabajadores simplemente porque ellos no hablan inglés. Si Ud. desempeña el mismo trabajo que un empleado de habla inglés, y goza de la misma antigüedad (tiempo con la compañía), debe Ud. recibir el mismo pago. Si no es así, Ud. puede formular una protesta de discriminación en la Massachusetts Commission Against Discrimination (MCAD)—la Comisión de Massachusetts Contra la Discriminación. El número telefónico de la MCAD es 727-3990. Es ilegal despedir a un empleado por formular dicha protesta, o porquejarse de una acción discriminatoria.

*P. Yo soy un trabajador indocumentado. Estoy trabajando desde septiembre de 1986. ¿Gozo de alguna protección legal? ¿Me aplican a mí las provisiones retroactivas ("grandfathering") de la ley de inmigración?*

R. El Acto de Reforma y Control de Inmigración de 1986 (IRCA) extiende protección retroactiva a los que fueron contratados antes del 6 de noviembre de 1986. Si Ud. ha aparecido en la nómina antes de dicha fecha, el patrón no tiene

ninguna obligación a pedirle ningunos documentos. No se le requiere al patrón obligar a dichos trabajadores completar al formulario de inmigración I-9. El patrón no puede señalarle a Ud., solamente pidiendo documentos a los que tienen aspecto de extranjero. En caso de que el patrón quisiera verificar la naturaleza de su estancia acá, tendrá que pedírselo a todos los empleados las pruebas de residencia. Si es que Ud. trabaja en un lugar representado por la unión, comuníquese con su representante sindical.

*P. ¿Qué podré hacer si me despiden de un trabajo? No podría conseguir otro trabajo puesto a que no tengo documentos. ¿Hay algo que podría hacer?*

R. Les abarcan a los inmigrantes, aun a los indocumentados, las leyes laborales que estipulan que sea ilegal despedir a los empleados por razón de su color, su nacionalidad, su acento, religión, o por sus actividades relacionadas con la unión. Si le han despedido por alguna causa mencionada, puede Ud. tomar medidas legales contra su patrón y posiblemente cobrarle el sueldo perdido. En algunos casos, talvez podría aún forzarle al patrón devolverle a Ud. el trabajo. Consulte con un abogado para ver si Ud. pueda tomar tales medidas legales.

*P. Llegué a los Estados Unidos en 1987 y empecé a trabajar inmediatamente. Trabajo en un pequeño taller*



*local en que se explota al obrero. El pago es bajo, y no gozo de ningunos beneficios. Cada vez que nos quejamos, el jefe nos dice "Ustedes tienen suerte al tener un trabajo, pues no son legales." A menudo el jefe intenta a reducirnos el sueldo que ganamos. ¿Qué podremos hacer?*

R. El primer paso es averiguar si hay algunas maneras para legalizar su estancia acá. Consulte con un buen abogado especializado en asuntos de inmigración. IRATE le puede dirigir en eso.

Cualquier persona contratada después del 6 de noviembre de 1986 tiene poca protección legal. A cada persona contratada después de dicha fecha, el patrón está obligado pedirle pruebas de identidad y estado de residencia. Le prohíbe al patrón darle trabajo a cualquier persona que no tenga documentos apropiados. Al indocumentado le niega la ley entrada a cualquier sitio de trabajo.


*P. Otros trabajadores y yo tenemos el interés de mejorar las condiciones bajo las cuales trabajamos. En mi país yo era miembro de un sindicato, o sea de una unión. Me gustaría volver a serme miembro de una unión de nuevo. Como un trabajador indocumentado, ¿puedo yo incorporarme a una unión legalmente? ¿Será legal que yo firmara la tarjeta de la unión? ¿Me despedirá mi patrón por verme involucrado en una unión?*

R. La ley Nacional de Relaciones Laborales (National Labor Relations Law) defiende el derecho de todos los

trabajadores juntarse a una unión, no importa su estado de inmigración. Tiene Ud. el derecho legal de firmar la tarjeta de la unión sin importar el estado de su residencia acá. En caso de que su patrón le pidiera documentos durante una campaña de organización sindical, tal petición constituiría una medida laboral injusta ("unfair labor practice") y una violación de la ley. La Junta Nacional de Trabajo (National Labor Board) es una entidad del gobierno completamente independiente del Servicio Nacional de Inmigración y Naturalización (INS). La Junta Nacional de Trabajo ha decretado en varios casos que el trabajador indocumentado tiene el derecho de ser miembro de una unión. En caso de que Ud. se vea involucrado en una campaña de organización sindical, debe discutir estos asuntos con el organizador sindical.

*P. ¿Qué puedo hacer yo, un trabajador indocumentado, si la migra (INS) llega a mi trabajo?*

R. Para que el INS entre a su trabajo, el agente de inmigración tiene que conseguir, según la ley, o un mandamiento judicial de registro o un orden de prisión, o tener el permiso del patrón de entrar. A menudo los mismos patrones tienen miedo, y por eso no piden ningún orden judicial. Si hay una incursión ("redada"), y los agentes entran a la fuerza a arrestar Inmigrantes, debe usted guardar silencio, exigiendo representación legal. Recuerde, cualquier información dada a los agentes del INS antes



de que tenga Ud. un abogado, se le puede perjudicar su caso legal.

*P. ¿Tengo el derecho de guardar silencio?*

R. Si le paran o le detengan, Ud. tiene el derecho de guardar silencio. No está obligado a mostrarles ningunos documentos. Tiene el derecho de guardar silencio. Si el agente del INS no le pone bajo arresto, Ud. no tiene que darle ninguna información. Debe Ud. insistir en su derecho de tener un abogado. En caso de que le arresten, la migra (INS) está obligado a darle una lista de abogados. Estos abogados le proporcionarán servicios legales gratis al ser que Ud. no se

puede pagarle el honorario.

*P. ¿Que hago si la migra (INS) quisiera que yo firmara un documento?*

R. Como persona indocumentada, no debe Ud. ponerse su firma a nada sin primero hablar con un abogado. Aunque firmara bajo la dirección de un abogado, debe Ud. entender las consecuencias de tal acción. Al firmarse un documento, puede ser que Ud. esté renunciando algunos derechos (dispensa o "waiver") o que esté de acuerdo regresar a su propio país (salida voluntario o "voluntary departure").

***Spanish translation by George Ross***

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# IRATE

Immigration Rights Advocacy Training

and Education Project

169 Massachusetts Avenue

Boston, Massachusetts 02115

617/266-0795



Jewels Graphics/Sarita Johnson

Local unions organized to inform, protect and defend immigrant workers.

Sindicatos locales organizados para informar, defender y proteger  
a los trabajadores inmigrantes.

Sendika lokal yo òganize pou infòme defann e pwoteje  
travayè imigran yo.



1-27-89



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1938 - 1988  
50 years of  
helping children

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Program?

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A letter  
seconded  
Worcester  
veccomendatioo  
EX OFF.

John Sullivan  
AFL-CIO Community Services  
Representative



February 3, 1989

AFL-CIO Department of Community Services  
815 16th Street, N.W.  
Washington, D.C. 20006

Dear Brothers and Sisters:

It is with great pride and pleasure that we, the members of the Worcester-Framingham AFL-CIO Labor Council, and its Community Service Committee, submit to you for your consideration the name of the United States Senior Senator from Massachusetts, Edward Moore Kennedy, as the recipient of the Murray-Green-Meany Award for Community Service.

Senator Kennedy is presently Chairman of the Full Committee on Labor and Human Resources and since the 1960's has supported the working man in the creation of the Equal Employment Opportunity Commission; the right to Collective Bargaining; and vigorously opposed anti-labor efforts to permit the prosecution and jailing of workers who walk the picket line. He was the original sponsor of the landmark Occupational Safety and Health Act of 1970.

We ask you to join with us and all union members; all other working men and women; the unemployed; the dislocated worker; the industrial accident victim; the working single parent; the minority worker; the grape pickers; the veterans and disabled veterans; Armed Services members; the elderly; the homeless; the uninsured families; the Medicaid and Medicare recipients; the A.I.D.S. victims; the handicapped; the mentally ill; the Special Olympic participants; the retarded; and many more in encouraging this great leader to continue the fight and pay tribute to him for his past accomplishments.

In a time in our country when it is not popular to support the views of Organized Labor and the working man and woman, Senator Kennedy stands firm beside us in our fight for dignity and justice for all our citizens.

We ask you to please review the enclosed record of his outstanding accomplishments and leadership and select him as the recipient of the Murray-Green-Meany Award for Community Service.

Fraternally yours,

John F. Sullivan, Executive Vice President  
Worcester-Framingham Labor Council, and  
Liaison Representative AFL-CIO





# **EDWARD MOORE KENNEDY**

## **UNITED STATES SENATOR**

### **BORN**

Boston, Massachusetts, February 22, 1932  
Youngest of nine children of Joseph P. Kennedy and Rose Fitzgerald Kennedy.

### **EDUCATION**

Milton Academy  
Harvard University, B.A. 1956  
International Law School, The Hague, The Netherlands, 1958  
University of Virginia Law School, LL.B., 1959



### **MILITARY SERVICE**

U.S. Army (1951-53), Private First Class Infantry. Served in France and Germany

### **FAMILY**

Three Children: Kara Anne, born February 27, 1960; Edward M., Jr., born September 26, 1961; Patrick Joseph, born July 11, 1967

### **SENATE SERVICE**

Elected to the U.S. Senate November 6, 1962 to fill the unexpired term of John F. Kennedy  
Reelected to full six-year Senate terms in 1964, 1970, 1976, and 1982

### **SENATE COMMITTEES**

#### **Labor and Human Resources**

Chairman, Full Committee

#### **Judiciary**

Chairman, Subcommittee on Immigration and Refugee Affairs  
Member, Subcommittee on Patents, Copyrights and Trademarks  
Member, Subcommittee on the Constitution  
Member, Subcommittee on Antitrust, Monopolies, and Business Rights

#### **Armed Services**

Chairman, Subcommittee on Projection Forces and Regional Defense  
Member, Subcommittee on Manpower and Personnel  
Member, Subcommittee on Strategic Forces and Nuclear Deterrence

#### **Joint Economic Committee**

Chairman, Subcommittee on Monetary and Fiscal Policy

#### **Office of Technology Assessment**

Senate Member, Technology Assessment Board

## **BOOKS**

Our Day and Generation

In Critical Condition: The Crisis in America's Health Care

Decisions for a Decade: Policies and Programs for the 1970s

Freeze: How You Can Help Prevent Nuclear War, Co-authored with Senator Mark Hatfield.

## **AWARDS**

Named by U.S. Junior Chamber of Commerce as one of the 10 Outstanding Young Men of 1967  
Meritorious Service Citations by the United States Committee for Refugees and the American

Immigration and Citizenship Council

Humanitarian Award for United Hebrew Aid Immigrant Society Service

Cross of the Holy Sepulchre of Patriarchate of Jerusalem

Knight Commander of the Order of the Phoenix (presented by the President of Greece)

Grande Croce "Al Merito Della Repubblica Italiana" (presented by the President of Italy)

National Conference on Soviet Jewry Solidarity Award -- for continuing advocacy of the cause of freedom and persistence in the struggle for human rights for Jews in the Soviet Union and elsewhere.

Chian Federation's Homeric Award -- for the promotion of freedom and human rights.

American Friends of the Hebrew University, Scopus Award -- for resolute support for the State of Israel and dedication to human progress

The American Jewish Committee's Norman S. Rabb Human Relations Award -- for significant contributions to the field of human relations. (Boston Chapter)

## **TRUSTEE**

Children's Hospital Medical Center, Boston

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Boston College

Lahey Clinic Medical Center

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Massachusetts General Hospital -- Member of Corporation

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Commission on the Bicentennial of the United States Constitution, Member

Institute of Politics -- John F. Kennedy School of Government - Member Senior  
Advisory Committee

Northeastern University -- Member of Corporation

Tufts University -- Member, Board of Visitors

NAACP, Lifetime Member

## SENATOR KENNEDY ON LABOR

Senator Kennedy recognizes the tremendous importance of the American worker. He knows that our country was literally built on the strength of our workers and that they are the key to a strong future. As a result, he has supported policies to help American working men and women.

Senator Kennedy also knows the importance of labor in enhancing U.S. competitiveness in world markets. Our workers help spur the economy and create American products that are second to none in quality. Senator Kennedy is proud of the fine work that is performed by America's workers.

Senator Kennedy is also committed to safety and fairness in the workplace. Adherence to these principles helps protect the lives and safety of American workers, while opening up new opportunities to others who wish to take part in America's growth and strength. Further, Kennedy recognizes the importance of job creation for our economy. America's future depends upon a strong, sound, and competitive economy, which can only be built on the strength of our labor force and job market.

The American worker is the cornerstone of our economic strength and independence. Even though our economy faces difficulties, it is fundamentally sound. With the help of America's workers, we can regain a position of unsurpassed excellence in the world economy. To that end, Senator Kennedy will continue to support the workers of America in creating a stronger, more competitive workforce. He will also continue efforts to ensure that the American worker receives decent pay and benefits in return for an honest day's work.





## THE KENNEDY RECORD

During his quarter century in the United States Senate, Senator Kennedy has been a strong and highly effective supporter of labor. He has served on the Labor Committee since 1962, was the ranking minority member from 1980-1986, and has served as Chairman of the Committee since 1987. During this time, he has consistently initiated, sponsored, and supported legislation to promote and protect the rights of America's workers.

Senator Kennedy's record on labor issues dates back to his first days in the Senate in the 1960's, and he has provided key leadership on numerous labor-related matters. Throughout the 1960's, '70's, and '80's, he has supported crucial job training programs that have helped train millions of workers nationwide. Kennedy has been a strong supporter of strengthening the Equal Employment Opportunity Commission and its anti-discrimination enforcement powers. Further, Kennedy has supported the right to collective bargaining and vigorously opposed anti-labor efforts to permit the prosecution and jailing of workers who walk a picket line.

Senator Kennedy was an original sponsor of the landmark Occupational Safety and Health Act of 1970, which established a comprehensive on-the-job safety program for millions of workers nationwide. This legislation culminated a long dispute between labor and business over how the Federal government should determine and enforce safety standards. Since that time, Kennedy has vigorously opposed efforts to weaken health and safety protection in the workplace. He chaired hearings of the Senate Labor and Human Resources Committee in May, attacking OSHA's retreat from safety under the Reagan Administration.

Senator Kennedy has also long been a supporter of fair treatment for the building trades and has always supported common situs picketing legislation. Such legislation was first introduced in 1975 by Senator Harrison Williams (D-N.J.), then Chairman of the Labor Committee, in an effort to protect the economic rights of labor in the building and construction industry. This bill was designed to correct an erroneous interpretation of the National Labor Relations Act and sought to clarify the right of labor organizations to conduct peaceful strikes and pickets at industrial sites in the same manner as had been legally sanctioned at plants and all other business sites. After much debate and compromise, the final bill was vetoed by President Ford, sparking the resignation of Labor Secretary Dunlop and nine members of the President's Advisory Committee on Construction. Although the veto was sustained, Kennedy again supported the issue in the following Congress, and has consistently voted in favor of common situs legislation.

Senator Kennedy was a strong supporter of the Labor Law Reform Bill of 1978, which would have provided strong and effective remedies for employer conduct that interferes with the right of employees to organize and bargain collectively. The legislation also would have expedited procedures for conducting union representation elections and settling challenges, and it would have given stronger remedies and enforcement powers to the National Labor Relations Board. This bill was the focus of Senatorial debate for 19 days, and Kennedy voted six times to end the filibuster that ultimately defeated the bill.



Senator Kennedy was a prime sponsor of the Job Training Partnership Act in 1982. He forged a unique coalition of Democrats and Republicans to establish a comprehensive job training program for America's workers. This key legislation provided for national job training programs, established a Commission on Employment and Productivity, and provided for a dislocated workers program. This comprehensive measure helped increase the skills and abilities of the workforce by coordinating job training efforts and presenting a strong bipartisan program for achieving these goals.

Senator Kennedy has also been a staunch defender of the Davis-Bacon Act from the 1960's through the present. This important labor law requires the payment of prevailing wages to workers on federally financed construction projects, protects prevailing community wage standards, and guards against cut-rate contractors who bring in low-wage, unskilled workers. For the last several years, he has led the fight in opposing amendments in the Armed Services Committee and on the Senate floor which would have removed the Davis-Bacon protections from thousands of government contracts.

As Chairman of the Labor Committee, Senator Kennedy has been focusing the Senate's attention on key labor issues. During his tenure as Chairman, he has addressed key employment issues, including the minimum wage, job training, minimum health benefits, child care, and parental leave. Further, he has pushed proposals dealing with occupational safety and health and plant closings. Through his work as Chairman of the Labor Committee, Kennedy is promoting strong pro-labor measures and working to revitalize the American job market, American competitiveness, and strengthen our nation's economic vitality.





## EMK INITIATIVES

### Polygraph Protection Act (P.L. 100-347)

For the last several Congresses, Senator Kennedy has led the campaign in the Senate to prohibit employment use of the polygraph test. Labor Committee hearings he chaired last year established the unreliability of these devices, and he forged a bipartisan alliance to ensure swift passage of this bill. The bill bans the use of pre-employment random testing, which makes up 85% of the testing being conducted today and for which there is no demonstrable validity. At the same time, the bill preserves the ability of employers to investigate specific losses under limited circumstances, with employee safeguards in place. This is a fundamental issue of workers' rights and will finally restrict the massive, unconscionable use of "lie detectors" in the work place.

### Plant Closings (P.L. 100-379)

Senator Kennedy led the effort to enact the plant closing legislation. This provision provides that employers must give 60 days notice of plant closings or layoffs to the community and the employees. In a time when corporate executives are protected by multi-million dollar "golden parachutes," workers deserve notice before closings or layoffs.

### ~~Economic~~ Dislocation and Worker Adjustment Assistance Act (Included in Trade Bill)

This bill authorizes nearly \$1 billion for programs to assist dislocated workers. The bill requires states to provide rapid assistance to workers victimized by plant closings and mass layoffs, as well as to establish state programs for delivering services to all dislocated workers. This bill addresses the problems of people who are willing and able to work and who lose their jobs through no fault of their own. They will be provided with job counseling and training to enable them to get challenging, well-paying jobs quickly.

### The Minimum Wage Restoration Act (S.837---pending on Senate Calendar)

This bill would increase the minimum wage from the current \$3.35 per hour to \$3.85 the first year, \$4.25 the second, and \$4.65 the third, annually adjusted thereafter to an amount equal to 50% of the average hourly wage. This measure reflects one of Kennedy's top priorities--making the minimum wage a living wage. The Kennedy bill will be a key step in improving the lives of those who work at or near the minimum wage.



Building and Construction Industry Labor Law Amendments (S.492--pending on Senate Calendar)

This bill, which was reported out of the Labor Committee last December, is intended to prevent a contractor from signing a union contract, then evading that agreement by bringing in or starting up a non-union company to do the work. To achieve that end, the bill defines an "employer" to include construction operations owned, managed, or controlled by the same person.





## THE KENNEDY RECORD

Senator Kennedy's record on health policy is unmatched in the United States Senate. He has consistently written and supported legislation to address the fundamental health needs of Americans. Since he first entered the Senate, Kennedy has continually attacked the problems facing the health care system in America.

In 1971, Kennedy became the Chairman of the Subcommittee on Health, and the following years witnessed the most active period for health care policy in our history. The Kennedy decade as Chairman is now widely viewed as one of the most creative and productive periods of health policy in modern American history.

During the first year of his Chairmanship, 1971, Senator Kennedy helped launch the War on Cancer. Also in 1971, Kennedy promoted the Comprehensive Health Manpower Act, which ushered in a new era of achievement for our nation's medical schools and, over time, helped reduce the physician shortage that plagued so much of the country. Also in his first year as Health Subcommittee Chairman, Kennedy crafted the National Sickle Cell Anemia Act, which established a national program for the diagnosis, prevention, and treatment of one of the most common and serious diseases afflicting Black Americans. In 1972, he worked to establish the National Venereal Disease Prevention and Control Program at the Centers for Disease Control. In 1973, Senator Kennedy helped pass the regional emergency health service legislation, which has helped provide prompt, specialized care to trauma victims across the nation. Also in 1973, he worked to improve the lead-based paint poisoning prevention program, to help protect families from the dangerous effects of lead.

In 1974, Senator Kennedy promoted the National Research Act, to restructure and improve biomedical research training at the National Institutes of Health. This vital program has provided the United States with a pool of trained and committed biomedical researchers that is the most extensive and effective in the world. In that same year, Senator Kennedy pushed for the establishment of the National Commission on Diabetes, to help combat this crippling and fatal disease. Further in 1974, he helped establish the National Commission for the Protection of Human Subjects in Biomedical Research, which assures that people participating in research will be treated humanely on the basis of informed consent and that past abuses will not recur. He followed up on this measure and passed additional legislation to extend the Commission in 1977 and authored further legislation in 1978 to establish the President's Commission for the Study of Ethical Problems in Medicine and Biomedical Research.

In 1975, Senator Kennedy was the driving force behind the Public Health Service Amendments, which improved and extended legislative authority for community mental health centers, community health centers, migrant health centers, and family planning. Also in 1975, he sponsored the National Health Planning and Resources Development Act, which established a basis for health facility development and encouraged broad citizen participation in decisions about their local health care systems.



In 1976, Senator Kennedy was the author of a series of extensions, revisions, and expansions of the nation's support for health manpower training, and as a result, many shortages have been reduced. Also in that year, he led a national effort for health promotion and disease prevention, renewed and expanded research efforts in heart disease, diabetes, and arthritis, and reform of the national health manpower program.

The 95th Congress (1977-1978) was one of Senator Kennedy's most active as Chairman of the Health Subcommittee. During this time, no less than a dozen Kennedy health bills became law. These measures dealt with a wide variety of issues, ranging from health planning to biomedical research to disease prevention. During these two years, the Senate addressed more health issues than ever before, and the state of the nation's health care system improved substantially.

One Kennedy measure, The Community Mental Health Centers Extension Act, included not only an extension of the community mental health center program, but also expanded the authority of the Secretary of HEW to identify and control cancer-causing substances and established the Presidential Commission on Biomedical Ethics. The Health Service and Centers Amendments of 1978 improved the community and migrant health centers program. It also provided for an enhanced and revised national effort for health promotion and disease prevention, including programs to combat hypertension, genetic diseases, hemophilia, influenza, venereal disease, lead-based paint poisoning, and rodent-borne disease. This legislation also included provisions to establish comprehensive anti-smoking and alcoholism education and to create the Office of Physical Fitness and Sports Medicine.

Senator Kennedy has also been a leader in efforts to improve health care in America through proper training of health care professionals. He has played a key role in the training of nurses, doctors, and other health care professionals. He has authored numerous innovative proposals designed to deal with the supply of qualified professionals.

Senator Kennedy has been a leading spokesman on the necessity to contain excessive inflation in health care costs. He was the author of a major cost containment measure during the Carter Administration, and wrote the Kennedy-Gephardt comprehensive health care cost containment program legislation in 1983. He was the sponsor of the original HMO statute, which laid the foundation for the tremendous growth in Health Maintenance Organizations we see today.

Senator Kennedy has been one of the strongest Senate supporters for expanded funding for biomedical research. He has been deeply involved in establishing the legislative framework that has made expanded funding and growth of NIH possible. His efforts also include the War on Cancer and creation of expanded commitments to research on heart disease, stroke, diabetes, hemophilia, arthritis, and digestive diseases. His most recent efforts have encouraged research on AIDS, to find a cure for this devastating disease.





Senator Kennedy has also been a leading advocate for the poor and elderly and has consistently been a strong defender of Medicare and Medicaid. He authored numerous amendments to protect the elderly against proposed Reagan Administration benefit cuts. Kennedy wrote legislation to provide prescription drug coverage to the elderly. He has pressed these issues and a number of others to extend Medicare coverage to those not covered, to protect the elderly against pauperization, and to strengthen the Medicare system and protect it from hostile attacks.

Now, as Chairman of the full Committee on Labor and Human Resources, Senator Kennedy is in a position to promote a strong agenda of health-related legislation. He is using his chairmanship to re-direct the Senate's attention to the pressing health care needs facing the nation in the years ahead.



## EMK INITIATIVES

Star Schools (S.778, incorporated into H.R. 5, now P.L. 100-297)

This measure will provide grants to establish telecommunications networks to offer improved instruction via satellite, microwave, cable, fiber optics, and other technologies, in math, science, and foreign languages. The networks will be available to enhance educational opportunities at elementary and secondary schools, institutions of higher education, teacher training centers, health institutions, business and industry, research institutes, and other programs and facilities. This system will make resources available to American students today, so that they may compete and succeed in the economy of the future.

Smart Start (S.2270---pending in Committee)

The Kennedy Early Childhood Development Initiative, Smart Start, would assist states and localities in expanding or creating high quality education and development programs for young children. The federal government would make grants to states and localities to provide early childhood development programs to children in the year before they enter kindergarten. Communities would choose whether programs should be run by public schools, Head Start agencies, day care providers, or other community-based organizations. The results of the Perry Preschool Program in Michigan showed that those who participate in such programs are far more likely to graduate from high school; twice as likely to be literate; had half the rate of teen pregnancy; were twice as likely to be employed; had a much lower rate of arrest and juvenile delinquency; were half as likely to go on welfare; and were twice as likely to go on to higher education than those who did not participate. In dollar terms, the study found that an investment of \$4,800 per child yielded \$29,000 in benefits--six dollars saved for every dollar spent. Despite these positive results, only a third of poor children today are enrolled in early childhood education programs. The Kennedy bill addresses this situation and proposes a solution that represents a significant and prudent investment in a better American future.

Literacy Corps (S.1016, incorporated into Trade Bill--now law)

This program would harness the idealism and commitment of young people and enlist their talents in the fight against illiteracy in America. The Kennedy legislation would provide \$20 million in funds over two years for colleges and universities to set up special academic courses, through which undergraduates would receive college credit for tutoring in local community agencies, such as public schools. The funds would be used to provide 2 year start-up grants to 800 colleges and universities across the country. It is estimated that these programs would attract 132,000 students to the fight against illiteracy; the resulting 8 million hours of tutoring, valued at \$20 per hour, would generate \$160 million of services, representing a return of eight dollars for every start-up dollar invested by the federal government.





## **Savings Bonds for Education (S.1817--pending in Finance Committee)**

A college education is an important part of the American dream, yet a recent study found that 82% of the public believes that rising costs will soon put that dream out of reach for most families. This bill is a straightforward approach to helping American families achieve their goal, by encouraging them to save for their children's education. The plan works like this: if a family buys a U.S. Savings Bond and uses it to pay for their child's education, the interest earned on that bond will be permanently tax free. The proposal would involve no complex rules or regulations, and, in fact would bring additional money into the U.S. Treasury.

## **CCDC (Contained within H.R. 5--Now LAW)**

This measure would aid the establishment of Comprehensive Child Development Centers (CCDCs) that provide early, comprehensive, and continuous services to economically disadvantaged children. Based upon the Beethoven Project in Chicago and Boston's Project Life, CCDC fills a clear need for improving the prognosis for disadvantaged children. Providing essential educational, health, nutritional, and other important services to children from before birth to age five is a positive step in creating a stronger future for America.

## **H.R. 5, The Elementary and Secondary Education Improvement Amendments of 1988 (PUBLIC LAW 100-297)**

This bill revises and extends major elementary and secondary education programs through 1993, including the Elementary and Secondary Education Act, Chapter I, Adult Education, Magnet Schools, Bilingual Education, the Women's Educational Equity Act, and Impact Aid.

In addition to the Star Schools and CCDC legislation, Kennedy incorporated the National Assessment of Educational Progress (NAEP) Improvement Act, the Fund for the Improvement and Reform of Schools and Teaching (FIRST), and other important proposals within this omnibus bill. NAEP will encourage research and data collection to give us better information about the state of our schools and provide a base for future education reforms. FIRST will make small action-oriented grants to provide the risk capital needed to launch school improvement projects designed by teachers, school principals, and others involved in elementary and secondary education. The Senate bill was approved in the Senate by a vote of 97-1, and became law in April, 1988.



## Child Care and Education

Senator Kennedy has long been an advocate of strong social policy for women, children, and families. His concerns have led to initiatives on a broad range of child welfare issues, including child care, maternal-child health, child abuse prevention and treatment, child nutrition, and education. Throughout his Senate career, Senator Kennedy has supported numerous legislative initiatives aimed at augmenting the supply and quality of child care.

In addition to his Smart Start and CCDC proposals, Senator Kennedy is also an original cosponsor of the Act for Better Child Care, Senator Dodd's (D-Conn.) proposal to provide quality, affordable day care to thousands of American families. Through these and other child care and educational initiatives, Kennedy is working to help provide crucial child care programs to meet the growing national need.





Senator Kennedy has been a strong advocate of Congressional efforts to draft trade legislation designed to increase world trade by opening up international markets. The resulting bill contains the most sweeping revision of our trade laws in over 50 years; it will give the President authority to negotiate, strengthen, and expand the rules of international trade, and make it easier for the government, industry, and labor to attack unfair trade practices.

### Competitiveness

Senator Kennedy has consistently supported measures to promote America's competitiveness. He believes we must make a solid investment in our economic future by teaching our children adequate skills and training today's workers for the challenges of tomorrow. Senator Kennedy has sponsored legislation to link schools via satellite networks, allowing students to learn critical math, science, and computer skills. He has also supported programs to offer training and retraining to workers, in order to teach new skills in emerging industries and to prepare the workforce for the economy of the future.

A substantial investment in people and industry, combined with hard work and sacrifice, will result in a more competitive America. Kennedy will continue to stress the importance of increasing American competitiveness as we seek a stronger, brighter economic future.

### Jobs

Senator Kennedy recognizes the importance of job creation. He has used his years on the Senate Labor Committee to promote legislation to put every American to work in a rewarding and productive job. As Chairman of the Committee, he drafted and passed the Jobs for Employable Dependent Individuals (JEDI) bill, to move people off welfare and into productive jobs. He also supported the plant closing notification and worker notification legislation. These provisions require plants to give 60 days notice to employees before massive layoffs and provide assistance in learning new skills, so that displaced workers can re-enter the job market and contribute to our economic growth.

As Chairman of the Labor and Human Resources Committee, Senator Kennedy will continue to support important measures to make America's workforce stronger and more productive. He will continue to promote steps to put America to work, to increase competitiveness, and to spur the nation's economy.



## THE KENNEDY RECORD

During his twenty-five years in the United States Senate, Senator Kennedy has compiled an outstanding record on civil rights. Senator Kennedy's first speech on the floor of the United States Senate was in support of the Civil Rights Act of 1964, the landmark federal law banning discrimination in employment, public accommodations, and government programs. In his remarks, he spoke of the need for America to recognize in the law that Blacks and other victims of discrimination must be equal members of society with the same rights and responsibilities as everyone else.

Senator Kennedy has been a major force in the drive to strengthen our laws against discrimination in housing. In December 1980, He led the fight for fair housing legislation, and fell three votes short of breaking a filibuster. Currently, he is the principal Senate sponsor of the Fair Housing Amendments Act of 1988, which strengthens the existing fair housing laws and extends coverage to persons with disabilities and to families with children.

Senator Kennedy has been one of the leading defenders of the most fundamental right in a democracy, the right to vote, and he was a leading proponent of the 1965 Voting Rights Act. Also in 1965, he led the fight in the Senate to abolish poll taxes, which kept impoverished Americans from exercising their right to vote. Following the Supreme Court's "one person, one vote" decisions, Kennedy led the fight against Congressional efforts to weaken the impact of that fundamental civil rights landmark. Kennedy also worked for the passage of the Voting Rights Act Extensions of 1970 and 1975 and co-authored the Voting Rights Act Extension of 1982. This measure, which passed by an overwhelming 85-8 margin, strengthened the original Act and extended it for an additional 25 years.

Senator Kennedy has been a consistent supporter of a constitutional amendment guaranteeing women an equal place under our Constitution. In 1978, when time was running out for ratification of the Equal Rights Amendment (ERA), he cosponsored legislation in the Senate to extend the deadline. Since the ratification deadline passed, Kennedy has been the principal sponsor of ERA legislation in each succeeding Congress. Senator Kennedy will continue to work for the adoption of the ERA until it becomes part of the Constitution.

In 1972, Senator Kennedy was a principal sponsor of the bill proposing a national holiday to honor Dr. Martin Luther King, Jr. He also led the floor debate on the legislation that established a national holiday in Dr. King's honor.

In 1977, Senator Kennedy introduced the first bill to extend full voting rights to the residents of the District of Columbia, and in 1983, he introduced the first Senate bill calling for statehood for D.C.





When presidents have sought to tip the scales of justice by nominating ideologues to the federal courts, Senator Kennedy has been a leader in the battle to preserve the fairness of the federal judiciary. In 1969 and 1970, he was one of the Judiciary Committee members active in the fight against the nominations of Clement Haynsworth and C. Harrold Carswell to the Supreme Court, and in 1987, he was a leading opponent Judge Robert Bork's nomination to that Court.

Senator Kennedy has also been a leader in efforts to ensure that well-qualified women and minority lawyers are appointed to the federal judiciary so that the courts do not exist as an exclusive, all-white male club. In February, 1988, he chaired a Judiciary Committee inquiry into the Reagan Administration's deplorable record in appointing women and minorities to the federal bench.

Additionally, Kennedy has fought to ensure vigorous enforcement of our civil rights laws by the Justice Department and by the courts. He has worked hard to protect the nation's civil rights laws against the efforts of the Reagan Justice Department to weaken those laws and undermine the national consensus in favor of civil rights.

When the Supreme Court announced this year that it was considering overruling a major civil rights precedent banning race discrimination in private contracts (such as private whites-only segregation academies), Senator Kennedy organized an effort, joined by 66 Senators and 118 Representatives, to file a friend-of-the-court brief urging the court to reaffirm its prior civil rights ruling.

Through his unceasing efforts, Kennedy has had a significant impact of the state of justice in America today. He has helped create a country free of many of the barriers of segregation that were prevalent when he first entered the Senate. He has helped tear down barriers that prevented Blacks, Hispanics, women, and the disabled from participating as equal members of society. He is currently using his Chairmanship of the Labor Committee and his senior position on the Judiciary Committee to push measures to eliminate remaining discriminatory practices, attitudes, and beliefs. His actions will move our society closer to the ideal of liberty and justice for all.

